

Discount Rates — Page A7

BULLETIN

CAUT 50 YEARS

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La DFA négocie un programme d'équité

L'entente que la Dalhousie Facduly Association (DFA) a conclue le mois dernier crée un précédent et engage l'administration de l'université à mettre en œuvre un large éventail de politiques et méthodes pour traiter de la discrimination systémique. Le président de la DFA, Tom Faulkner, a salué cette entente et l'a qualifiée de véritable pas en avant.

Aux termes de l'entente, l'université Dalhousie est tenue de localiser les habitudes de travail des Noirs et des Autochtones, en particulier les Noirs et les Micmacs, aîn de déterminer quelles personnes demeurent et lesquelles s'en vont, et pourquoi elles le font.

L'entente prévoit une formation poussée en relations interraciales pour les cadres supérieurs et les dirigeants syndicaux, pour les professeurs qui siégent aux comités d'évaluation par les pairs et pour les personnes affectées à l'étude des systèmes d'emploi.

Én outre, l'entente comporte des ressources qui aideront les membres des minorités visibles à constituer des réseaux à l'université qui leur permettront de rencontre régulièrement la direction et qui les aideront à entretenir les liens avec leur communauté à l'extérieur de l'université.

Dans le cadre de cette entente, la protection de l'indépendance de l'agent ou agente de l'équité en matière d'emploi ou du personnel ayant des responsabilités analogues est assurée. Les membres des communautés minoritaires sont tenus d'amasser des données pour les systèmes d'emploi.

L'université devra élaborer une politique compléte en matière de conflit d'intérêts traitant sur le même pied les couples homosexuels et hétérosexuels, par l'entremise d'un processus ouvert de consultation dont fait partie le conseil d'université. L'entente fait en sorte que la procédure de réglement des plaintes relatives à la discrimination illicite, dont le conseil de l'équité en matière d'emploi a recommandé l'adoption pour septembre 2000, sera éten-due aux étudiants de l'université. Les couples de même sexe y sont d'ailleurs considéres égaux aux couples hétérosexuels pour toutes les questions visées par la convention collective, notamment tous les avantages sociaux.

Voir LA DFA à la page A7 CSF

Part-Timers Organize at Wilfrid Laurier University



Wilfrid Laurier University — Full-time and part-time academic staff members will work together within WLUFA.

HE Wilfrid Laurier University Faculty Association won a resounding victory when part-timers voted overwhelmingly to join WIUFA in a certification vote conducted by the Ontario Labour Relations Board in December.

WLUFA, the latest union to include partime colleagues in their faculty association, signed up more than the required 40 per cent of partimers to trigger a vote by the labour board.

"We worked hard to get them to sign cards and join the association," said faculty association president Stephen Stack "The part-timers will form a second bargaining unit within WLUFA."

Stack said the chief impetus came from CAUT but there were also "some restive part-timers who wanted to be organized."

Part-timers number nearly as many as the roughly 300 full-time faculty at the university.

The movement to bring part-time academic staff members within already unionized faculty associations is gathering momentum across the country. Queen's, UBC and Western Ontario set off a trend which was followed last year by Bishop's in the spring and by Niptssing in the fall.

"It's a country-wide movement," said association vice-president Joyce Lorimer. "There was a general feeling that unorganized part-timers across the country have terrible working conditions. Salaries and benefits are poor and they have absolutely no provisions to define their working resulting."

Lorimer said there was no single complaint that led to the vote on Dec. 14 to certify a bargaining unit at the Waterloo and Brantford campuses of roughly 260 part-time faculty members.

"WLUFA as an association has never been in the

"WLUFA as an association has never been in the radical vanguard of academic unionism, but it has won a reputation for its capacity to protect the interests of its members by successful contract bargaining and by being alert to developing trends in employer/ employee relations in academe in general, and on this campus in particular," Lorimer noted. "Part-timers are like us and they are a fact of life

^aParttimers are like us and they are a fact of life in academic employment for the foreseeable future. Both we and they have a community of interest in the improvement of their working conditions. "It is in this context that the executive decided to

"It is in this context that the executive decided to recommend the organization of part-time academic staff at Wilfrid Laurier to the membership."

Currently, most part-timers earn \$4,400 for a 12week course of three hours' teaching time weekly, not including time spent on preparation, marking papers or meeting students.

"Partime contracts that have been negotiated with in faculty associations indicate that in addition to improvements in salaries and access to benefits, partimers can achieve fair hiring practices;" Stack said.

CAUT is actively campaigning to bring part-time staff under the umbrella of collective agreements.

"In the past decade, administrators have increasingly chosen to use contract positions for ongoing staffing requirements — exploiting the contract academic staff, their students, and their colleagues," noted Jim Turk, executive director of CAUT.

"Tenured and tenure-track staff face a stark choice: help win salary, working conditions and other rights comparable to their own for contract academic staff or watch their own situation gradually decline to that suffered by their contract colleagues.

"The best way to move forward is to include all addednic staff in faculty associations and to recognize that the continued exploitation of some will eventually lead to the exploitation of all.

"That is why we are so delighted with the victory at Wilfrid Laurier." ■

DFA Negotiates Equity Plan

The Dalhousie Faculty Association (DFA) signed a precedentsetting settlement last month that commits the university administration to implement a broad range of policies and practices to deal with systemic discrimination.

DFA President Tom Faulkner hailed the settlement as a real step forward.

The settlement requires Dalhousie University to track the employment patterns of blacks and aboriginals — especially of indigenous blacks and Mi'kmaq — to determine who stays and who goes, and why they do.

It provides for extensive training in race relations for senior administrative and union officers, for faculty who sit on committees that do peer review, and for those who do employment systems reviews.

It mandates resources that will assist members of visible minorities in networking on campus, that will have them meeting regularly with senior administration, and that will help members of visible minorities to foster ties with their off-campus communities.

The settlement provides protection for the independence of Dalhousie's employment equity officer and staff with a similar responsibility. It requires that data for employment systems reviews be gathered by members of minority communities.

It requires the university to develop a comprehensive conflict of interest policy giving equality to heterosexual and homosexual couples through an open consultative process that includes the university senate.

It ensures that the prohibited discrimination complaints procedure recommended for adoption in September 2000 by the employment equity council will be extended to cover students at Dahousie. And it puts same-sex couples on the same footing as heterosexual couples in all matters covered by the collective agreement, including all benefits.

"We wanted more, of course," Faulkner said. "But what the DFA achieved in the settlement is a firm commitment that the faculty association and the university administration will work together on these matters. Until now we have largely been at loggerheads.

"Furthermore, I am personally committed as DFA president to raise in this round of collective bar-

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Nos universités.

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NEWS ACTUALITÉS

Strike Ends at York University

P Jan. 9 after the university announced it had reached a tentative agreement with the CUPE 3903 bargaining team on collective agreements for both its teaching and graduate

The strike, entering its third month, came to an end after three days of intense negotiations following a forced ratifi-

cation vote held early in January for a contract deemed "unacceptable" by the union.

"The CUPE 3903 strike puts the provincial and federal governments on notice," said Lorna Erwin, vice-chair of the York University Faculty Association. "Students and faculty will go the distance in the fight for accessible, quality post-secondary education."

Major movement by the administration on the issues of

both units - protection from rising tuition for teaching assistants and a wage and benefit increase for graduate assistants prompted the union to bring the deals to a vote with a recommendation that the membership ratify the agreements.

York's teaching assistants have secured tuition indexa-

tion that gives them full financial compensation for futute tuition increases, and a 2 per cent salary increase in each year of a two-year agreement.

Graduate assistants, who were voting on a first contract, have won a tuition rebate beginning May 2001 and a base salary of \$5,880 plus a signing bonus

"We are immensely proud of our CUPE colleagues," Erwin said. "Their victory is a victory for all of us." ■

CAUT Celebrates 50th Anniversary

CAUT will mark the 50th anniversary of its founding in 1951 with special events at the April council meeting. "We hope all associations will be present to celebrate this milestone in our organization's life," said CAUT president Tom Booth.

The history of CAUT begins with the decision, in 1948, of the faculty at the University of Alberta to initiate an exchange of salary information with others and to strike an ad hoc committee to sound out the sympathies of their colleagues at other universities for a national association.

Heartened by the response, they sat down in 1950 at Kingston primarily with members of the faculty at Queen's University to design such an association. F.A. Knox of Queen's convened a founding committee that drafted a constitution and prepared a slate of officers to be ratified the following year at McGill.

The organization was formally created in 1951 with the adoption of a constitution that provided for a federation of local faculty associations governed by an executive council whose working officers were each year to be drawn from a member campus. The first council came from Queen's and Professor Knox served as president.

In 1953, CAUT published the first issue of the CAUT Bulletin. By then CAUT represented 1,200 faculty members from 13 associations — UBC, Alberta, Saskatchewan, Manitoba, Toronto, McMaster, Carleton, Queen's, Sir George Williams, McGill, Laval, Dalhousie, and Memorial College in St. John's.

Le mot du président

La permanence est-elle attaquée?

TOUS sommes tous conscients des profondes transforma-tions démographiques et intellectuelles qui touchent nos établissements d'enseignement postsecondaire. Nous savons également que, depuis dix ans, les administrateurs universitaires font de plus en plus appel à la main-d'œuvre temporaire

pour les besoins permanents en dotation. La convergence de ces transformations et des stratègies administratives mettent les universitaires permanents ou en voie de l'ètre face à un dur choix : soit qu'ils assistent à la détérioration lente et sûre de leur profession, vers une situation altèrée, précaire et non permanente, semblable à celle dont souffrent leurs collègues contractuels, soit qu'ils les aident à obtenir des salaires, des conditions de travail et d'autres droits comparables aux leurs. En luttant pour des salaires plus élevés, de meilleurs conditions de travail et des droits améliorès, nous protègeons la liberté universitaire, nous encourageons une recherche et une activité intellectuelle libres et viables, nous favorisons un enseignement de qualité et le perfectionnement du programme d'études et nous renforçons

la negociation collective pour la profession universitaire. Dans une large mesure, la créativité dans les universités est issue d'un échange d'idées franc et critique dans le cadre d'une communication collègiale vivante. Cet échange et cette évaluation critique de l'information s'effectuent à l'intérieur des vieilles valeurs, des principes et des responsabilités la liberté universitaire pour tout le corps universitaire. Les professeurs permanents et en voie de l'être possèdent tous les droits, privilèges et responsabilités inhérents à la liberté

Par contraste, les contractuels peuvent être remerciés à la fin de leur contrat sans motif, sans recours équitable et sans droit d'appel. Cette situation décourage l'expression d'idées controversées, l'adoption de mêthodes pédagogiques uniques ou la critique des méthodes et politiques administratives. Les professeurs permanents, par contre, ne vivent pas cette si-tuation. Le fondement de la liberté universitaire est la permanence qui crée un climat protègeant indirectement chaque manence qui cree un cumat protegeant indirectement chaque universitaire. Or, à mesure qu'augmente la proportion de professeurs non permanents, le climat protecteur est com-promis et affaibli. Un tel affaiblissement peut miner le dé-veloppement d'idées fondamentales menant à des résultats naux et créateurs.

Les opposants à la permanence ont exigé son abolition. Toutefois, ils n'auront pas à l'attaquer directement pour l'éli-miner compte tenu des stratégies administratives actuelles

faisant en sorte que le nombre des universitaires contractuels augmente par rapport aux professeurs permanents.

Il est d'ailleurs inquietant de constater que seulement 41 % des professeurs d'université aux États-Unis sont perma-nents ou en voie de le devenir. La majorité d'entre eux prendra sa retraite au cours des dix prochaines années. À moins

placer les universitaires permanents par 'des titulaires de postes non permanents, environ $20\,\%$ seulement de professeurs postes non permanents, environ 20% seuement de professeurs et chercheurs américains seront permanents ou en voie de l'être dans dix ans, une proportion si réduite que la liberté uni-versitaire sera en grave péril, voire près de l'extinction. Selon des données non scientifiques, la même tendance

se fait sentir dans les universités canadiennes. La polyva-lence des établissements sera limitée et la liberté universitaire s'affaiblira gravement faute d'un engagement minimal de la part des administrations universitaires à remplacer les postes menant à la permanence par le même nombre de postes stables et de même calibre. L'affaiblissement de la liberté universitaire compromet, par le fait même, la qualité et l'intégrité de nos universités.

En raison de la lourdeur des tâches d'enseignement, les universitaires contractuels sont marginalisés au sein de la profession. Ils subissent des pressions en ce qui concerne le temps dont ils disposent, l'évolution du contenu des cours et l'activité intellectuelle. Ne jouissant pas de la liberté uni-versitaire, il leur est difficile de discuter de sujets controversès ou philosophiques. Cette situation compromet aussi la quête de normes élevées pour le contenu des cours et le rendement des étudiants. On refuse en outre à ces personnes la possibilité de faire de la recherche et le soutien qui y est nécessaire. On les empêche même de participer à la re-cherche. L'enseignement, inexorablement lie à la recherche, définit l'essence du travail universitaire. L'effritement de ce lien menace le fondement même de ce que nous accomplissons et ouvre la voie à la « déprofessionnalisation »

Ensin, les universitaires contractuels n'ont pas le temps, ni l'appui et aucune incitation pour comprendre les objecufs à long terme du programme ou de l'établissement et s'y investir. À quoi ressembleront nos universités si la tendance actuelle à la précarisation de l'enseignement et, par définition, de la recherche, n'est pas renversée?

L'augmentation du nombre de contractuels faiblement rémunérés, résolument peu engagés au sein de l'établissement et disposant de peu de ressources pour soutenir le travall universitaire et la recherche indépendante, affaiblit le pouvoir de négociation du personnel régulier. À moins que nous désirions être les témoins de la précarisation, du démantèlement et de l'implosion de notre profession, le meilleur moyen d'avancer est de se battre pour inclure tous les unisitaires contractuels dans nos associations de professeurs et de veiller à ce que chacun jouisse des droits, privilèges et responsabilités inhérents à la liberté universitaire.

Traduit de l'article « Slow Death of Tenure Promises Quick Burial for



President's Column

Slow Death of Tenure Promises Quick Burial for Academic Freedom

ву том воотн

WE are all aware of the pro-nounced demographic and academic work transformations in our institutions. Our awareness extends to the knowledge that over the past decade, university administrators have increasingly chosen to use casual labor for long term staffing requirements

Confluence of transformations and current administrative strate gy present tenured and tenure track faculty members a stark choice. Either we watch a slow and sure degradation of our profession into a deconstructed, casualized, non-tenured state so as to suffer the situation endured by limited contract colleagues or we help win for them salary, working conditions and other rights comparable to our own. By undertaking the fight for increased salary, working conditions and rights we protect academic freedom, promote viable unfettered research and scholar ship, foster quality teaching and curriculum development and strengthen collective bargaining for the academic profession.

In great measure, creativity on university campuses emanates from open, critical exchanges of ideas in vibrant collegial communication. This sharing and critical appraisal of information operates within the ages old values, tenets and responsibilities of academic freedom for all academic staff. Tenured and tenure stream faculty members possess all the rights, privileges and responsibilities inherent in academic freedom.

By contrast, contract academic staff can be dismissed at the end of their term without administrative reason, due process or rights to appeal. This has a definite chilling effect on expression of controversial ideas, adoption of innovative or unique teaching approaches, and critical expression on administrative practices and policies. Tenured faculty members are not subject to such chill. Tenure is the basis of academic freedom in the university and fosters a climate of indirect protection for everyone else in our institutions. With the growth of untenured faculty a our universities, this climate is compromised and weakened. Such weakening can erode activity leading to development of the basic ideas which lead to seminally creative output.

Opponents of tenure have been demanding its elimination. In light of current administrative strategies, wherein contract academic staff members are increasing in proportion to tenured fac-ulty members, tenure's opponents will not have to directly attack it in order to effect its demise

It is disturbing to note that only 41 per cent of faculty mem-

bers in universities in the U.S. are tenured or tenure stream. The majority of those will be retiring in the next 10 years and unless the current trend to replace tenured academic staff with non-tenure track appointments is reversed, the next decade will likely see tenured faculty representing only 20 per cent of American university teaching and research staff. The proportion will be so small that academic freedom will be surely jeopardized, if not driven near to extinction.

Anecdotal evidence suggests that a similar trend is occur ring in Canadian universities Anything short of our adminis-trations becoming committed to replace tenure track positions in similar template and number as secure jobs, will limit institu-tional comprehensiveness and severely diminish academic freedom. Diminished academic freedom translates to compromised quality and integrity of our universities.

As a consequence of heavy teaching loads, contract academic staff members are subject to professional marginalization and pressures on time, evolution of course content, and scholarly activity. Without academic freedom it becomes difficult to deal with controversial or even philosophical topics. Holding high standards for course content and student performance is also compromised. Contract academic staff are also denied the opportunity and support to carry re search programs or even to participate in research. Teaching, inexorably tied to research, defines the essence of university scholarship. Breaking this link threatens the foundation of what we do and leaves us open

to de-professionalization. Finally, contract academic staff members are given little or no time and incentive to understand and invest in the longer term goals of programs or the institution. What will our universities be like if the current trend to casualize teaching and, by definition, research is not reversed?

An increasing pool of poorly paid contract academic staff, with decidedly reduced institutional commitment and provided fewer resources supporting scholarship and independent inquiry, the collective bargaining strength of continuing faculty. Unless we want to be witness to the casualization, unbundling, and implosion of our profession, the best path forward is to fight to include all academic staff in our faculty associations and to ensure that all have decent pay and working conditions, and have the rights, privileges and responsibiliti inherent in academic freedom

The Over-Extended Academic in the Global Corporate Economy

By HEATHER MENZIES with JANICE NEWSON

SOME core values of academics' vocation are under siege these days, with online learning deliverable any place and any time from private universities and virtual branches of brand-name institutions.

Yet most academics seem strangely quiescent. They seem unable to articulate the contradictions in how the debate is currently being framed, unable to redefine the dis cussion in terms that resonate with their own professional values. That learning is about learning relationships, for example. It's not about the learner in isolation, as easily served in total isolation behind a screen that conveys only typewritten words, without the look in the eye, the shared shrugs, smiles and raised eye-brows from which trust, rapport and mutual commitment emerge.

Why are academics so seemingly unengaged? One reason is that many are run off their feet. Their time is occupied, often by others' demands upon it. They're over-extended. They can't even slow down enough to be in touch with themselves, and get their bearings on what's important to them in the culture of public education, so they can tell it like it is and do some

thing about it.

My first clue was that none of my academic friends had time to get together for lunch anymore, un-less it was about some shared work objective with a pressing time dead-line. At a small dinner party I no-ticed that one colleague had to keep lying down, enervated by chronic fatigue syndrome. Another hardly ate a thing other than the peeled fruits and vegetables she'd brought in a zip lock bag, the result of an auto-immune disorder or allergies that had come on recently.

Then there were comments in snatched hallway or telephone con-versations. From one: "We're losing our memory. Even between the parking lot and the office you for-get things." From another: "My internal intellectual life has become so boring. I have no time to read. I'm totally overwhelmed (with work as acting department chair).

These details fit the pattern of what's been happening as work in general is being reorganized around the demands of the global corporate economy. The demands are for faster turnover, higher productivity, lower costs and 24-hour accessibility in the name of a specious abstraction called global competitiveness.

In turn, these demands are brought into the centre of our daily existence through online digital networks, as these become the new context for living, working, doing research and taking care of business. The demands are built into the digital medium. They are embedded in this new social environment, and they condition us, even "subject" us to external control in the sense that Foucault meant in his two-sided under-

standing of that word. Global digital networks can therefore usefully be understood as both the medium of corporate globalization and its message - in

other words, its functional environ-ment. As McLuhan put it in his classic *Understanding Media*, "the message of any medium is in the change of scale or pace or pattern that it introduces into human affairs." In my earlier work, I concentrated on scale and the structures of globalizing communication systems. I've described what I see as an emergent pattern of virtual and merged corporations working the increasingly globalized digital networks as an integrated management-information system for pur-chasing, producing, marketing and distributing any number of services and products under their brandname logos, while contracting out the attendant work through a net worked contingent workforce, and micromanaging everything through computerized performance meaand review

More recently, I have focussed on time. Not just the fast forwarding of time through the speed-oflight pace made possible by online communication, and the conditioning (even addictive) effects of that. equally important, the erosion of shared time and a pace of living attuned to our embodied existence plus the deconditioning or desensitizing that this entails.

Buzzwords abound: time-compressed, time-crunched, multi-tasking madness. The upshot is longer and longer work weeks, overwork and stress. The Heart and Stroke Foundation reports that more than four in 10 Canadians, 30 years old and older, either "often" or "almost always" feel "overwhelmed" by stress, with work-related stress the most common cause

The Canada Health Monitor notes that Canadians are three times more likely to complain of health problems arising from stress than other work-related problems, with work pace being the most common source of this stress.

A British-American survey found that workload and deadlines combine as the number one cause of stress in the workplace.

A Health Canada study co-authored by Carleton colleague Linda Duxbury documented rising lev-els of work-family conflicts. People are taking shorter holidays or none at all. They're working evenings and weekends trying to keep up, and feeling anxious that they're not: not ready for the meeting, for the class, not up to speed, not fully in

The cost can be measured in more than increased blood pressure, strokes and heart attacks. A range of domino links is suspected between overwork stress and escalating levels of insomnia, shortchanged sleep and chronic fatigue. In turn, some research is suggest-ing further links to the pernicious debilities of memory loss, attention deficit, diminished learning capacity, weakened immune systems and depression.

These warrant attention as illnesses in themselves. But to me they're also symptoms of some-thing larger: something toxic in our increasingly online social environ-

ment. Here, time has been so disengaged from the body and living relationships, so transformed into multiple present moments propelled at nanosecond speed through the digital metabolism of global net-works that unless we're critically aware of its conditioning effects,

this digital pace can get to us all.

As we click on to receive them, these asynchronous present moments stacked up in e-mail, listservs, online seminars and chat groups, we can over-extend ourselves, going faster and faster just to keep up. We quickly get used to it. But at what cost, if in the process we lose touch with ourselves and what really matters in life?

It's the double-edged nature of technology which McLuhan described as simultaneously extending and amputating human facul-ties and senses. We could be ex-tending and fast forwarding ourselves so much that we're leaving the sentient body behind, amputat ing or anesthetizing our sensibilities. We could be numbing ourselves, even dumbing down.

Previously, I've looked at the micro-world of call centres where tele-workers are enclosed in a fully programmed cybernetic environment that controls both the content of work and its pace. I've described these systems in Foucault's terms, as "micro-capillaries of power and control" that subject workers to a servo-mechanism machine-part identity so stressful that many burn out and quit after their first pay cheque.
I'd never thought of applying

the same analysis to myself, as a self-employed professional choosing to use technology as a tool and as-suming myself to be the subject totally in control. Yet I see now how I've been complicit in speeding up my pace of living as I internalize the lickety- split tempo of digital information processing even as l use online communication to ease the pressures on my time. I see how a quick-click pace is becoming the norm in the social environment at large, and that this is a social issue ve must address.

We need to do research on ourselves. Just how many hours a week are we actually working, not just on campus but catching up on e-mail and e-committee work at home in the evenings and on weekends? (In what seems to be the only study of its kind, the Assocition of University Teachers in the U.K. found that the average work week for academics had risen to 59 hours by the mid 1990s, with women clocking an average of 64.5 hours a week.).

If our hours are increasing, what are the reasons for this? And, is it possible that online communication is both a solution to the pressures posed by cutbacks and a source of increasing pressure in itself? And what are the effects, not just on our mental and physical health, but on our ability to think for ourselves, to know our own minds, and to act based on what we think is important, defining our own agen-da for on- and off-line learning?

See OVER-EXTENDED Page A6 IST

The dollars and sense of population

health

he University of Windsor's Dr. Kevin Gorey is deeply interested in the dynamics of population health, and especially in the relationship between poverty, disadvantage, and illness. The importance of his research was recently recognized by the Canadian Institutes of Health Research which granted him one of 15 national career awards. The University's ongoing commitment to supporting its researchers – at levels well beyond those typically found in midsized Universities – made Dr. Gorey eligible for the maximum award of \$941,000. The University's commitment also ensured that his seminal work will continue and, it is hoped, fulfill its promise of long-term community benefit.

Dr. Gorey's work illustrates the enormous (and often quiet) contributions our University is making to the advancement of knowledge in a variety of disciplines. It also illustrates the

significant level of research going on in smaller institutions such as ours. If you would like to join our group of professionally inquisitive academics – including new positions on Dr. Gorey's team, advertised in this issue – please contact Dr. Janice Drakich, Director of Faculty Recruitment toll free at 1-877-665-6608 or visit us online at www.uwindsor.ca/facultypositions, and combine leading-edge research with the uncompromising lifestyle of an international twin city metropolis.

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NEWS

Bonification des congés parentaux

Les nouveaux parents de la plupart des provinces profiteront de congès de maternité et parentaux plus longs. Les nouvelles mesures apportées par le gouvernement fédéral sont entrées en vigueur le 31 décembre 2000.

Le projet de loi C32 modifie la Loi sur l'assurance emploi en doublant la durée maximale des congés de maternité et parentaux pour les faire passer de 25 à 50 semaines. Le gouvernement fédéral détermine la durée du versement des prestations d'assurance-emploi pour les congés de maternité et parentaux mais les dispositions du congé sont régies par le code du travail de chaque province. Les congés parentaux peuvent donc varier d'une province à l'autre.

Selon les nouvelles régles, les parents habitant dans les provinces les plus progressistes du Canada auront droit à 15 semaines de prestations de maternité en plus de 35 semaines de prestations parentales, jusqu'à concurrence de 413 \$ par semaine.

Tant les parents biologiques que les parents adoptifs ont droit aux prestations parentales, lesquelles peuvent être réparties entre la mère et le père. Cependant, aux termes des nouvelles règles, un seul parent est assujetti au délai de carence de deux semaines lorsque les parents se partagent les prestations.

deux semaines lorsque les parents se partagent les prestations. Les parents doivent accumuler 600 heures de gains assurables pour avoir droit aux prestations de maternité et parentales.

Les parents peuvent travailler pendant la pèriode de congè parental et gager 50 \$ par semaine ou 25 % de leurs prestations hebdomadaires (le montant le plus èlevé étant retenu) sans que les prestations de congé parental soient touchées.

En général, les associations locales négocient un régime complémentaire de prestations pour leurs membres. Les employeurs ne sont pas tenus d'obtenir l'accord officiel du ministère du Développement et des Ressources humaines pour ces régimes complémentaires. Les prestations complémentaires ne sont pas considérées comme des gains aux fins de l'assurance-emploi et ne seront pas déduites des prestations de maternité ou parentales, pourvu que les sommes versées ne dépassent pas 100 % du salaire brut et ne servent pas à réduire d'autres avantages, notamment les congés de maladie accumulés ou les congés annuels.

En outre, il importe que les membres sachent que, en raison de dispositions de récupération des prestations aux termes de la loi, des prestations aux termes de la loi, des prestations touchées. Au moins deux associations de professeurs ont déposé des griefs contre leur employeur parce qu'il n'avait pas protégé des membres contre ces récupérations. Les griefs ont été règlés et les associations ont obtenu de leur employeur qu'il verse un montant compensant les prestations récupérées des personnes touchées. ®

Le site web de Développement et Ressources humaines Canada donne des renseignements supplémentaires sur le projet de loi C32 et les modifications apportiess à la Loi sur l'assurance-emploi : www.hrdc-drhc.gc.ca.

Traduit de l'article « Feds Up Time for Parental Leave ».

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MANAGEMENT

BRUCE L. MANN, CONTRIBUTING EDITOR

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the existing uses and future promise of web course management. Contributors from Canada, the U.S. and Australia focus specifically on managing courses through systems such as WebCT. TopClass and Lotus LearningSpace.

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Letters

Superstitious Conjecture

The comments by a CAUT director in the article "Deregulation at Queen's" (Bulletin December 2000) are representative of primitive and superstitious attitudes as opposed to imaginative and opportunistic ones. For example, David Robinson states "Deregulation will shut the doors to low income and working class students." This mantra is simple nonsense. If the rich students pay their way, the current level of taxes will go further in meeting the requirements of the poor students. Further, in the milieu he envisages, arrangements can be negotiated with private universities to accept publicy funded students. Publishing such drivel without comment no doubt serves the interests of the CAUT editorial board but does not serve the interests of higher education in Canada.

JOHN HEANEY Business Administration, Simon Fraser University

Newsline - En bref

Trent Profs Granted Leave to Appeal

The Ontario Court of Appeal has granted three Trent professors leave to appeal the dismissal of their application for judicial review by the Ontario Divisional Court in September The Court of Appeal will now hear Peter Kulchyski, lan McLachlan and Andrew Wernick's request to have the Divisional Court judgment set aside and for a court order quashing the resolution of the university's the resolution of the university board of governors "insofar as it purports to authorize the closure, sale or relocation of Peter Robinson College and Catharine Parr Traill College," states the Jan. 4 notice of appeal filed by John Laskin, legal counsel for the applicants. Trent's board voted last November to close the colleges even though the university's senate had voted against the proposal. CAUT is financially supporting the appeal because of its implications for the role of the senate vis-a-vis the university board.

Memorial Ratifies New Contract

On Dec. 14, members of Me morial University of Newfoundland Faculty Association voted to accept a new three-year collective agreement. Bargaining unit members voted 90 per cent in favour of the tentative deal that was reached Nov. 12 after a two-week strike by 800 faculty members, librarians, and counsel-lors at the St. John's campus, Sir Wilfred Grenfell campus and the Marine Institute. Settlement details available at www.mun.ca/ munfa/articles.htm.

Buys Affinity Card Business Bank One International sold

Royal Bank

its Canadian credit card business to the Royal Bank of Canada last year. Holders of Bank One CAÚT Visa cards can continue to use the cards during this transition period. The Bank One Visa will be replaced with a Royal Bank Visa card in due course. Information about the new Royal Bank CAUT Visa card including an application form has been included with this issue of the Bulletin. Information can also be obtained by contacting CAUT (613-820-2270) or any faculty association office.

La carte Visa ACPPU passe à la **Banque Royale**

La Bank One International, l'ancienne institution èmettrice de la carte de crédit Visa de l'ACPPU, a vendu l'armée dernière à la Banque Royale du Canada son entreprise d'émission de cartes de crédit. Les détenteurs de la carte de crédit Visa ACPPU de la Bank One peuvent continuer à l'utiliser pendant la transition. La carte Visa de la Bank One sera remplacée par une carte de la Banque Royale au moment opportun. Les renseignements sur la nouvelle carte de crèdit Visa ACPPU de la Banque Royale sont joints au présent numéro du Bulletin ainsi qu'un formulaire de demande. Vous pouvez également vous renseigner auprès de votre association de professeurs ou communiquer avec l'ACPPU au 613-820-2270.

Homework!

The Hymns at St. Trinians

The sexton of St. Trinians was posting the hymns on the hymn board for the Sunday service. This consisted of sliding the individual digits for the hymn numbers into three slots to form the hymn numbers. He noted that there were three hymns, that he required one of each of the digits 1, 2, 3, 4, 5, 6, 7, 8, 9, and that the hymn numbers were in the ratio 1:3:5. What were the hymns for that Sunday?

Homework!, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B1.

Bankruptcy Act Taken to Court

CITING discrimination, the Canadian Federation of Students has filed an application in Ontario Superior Court challenging the constitutionality of new provisions of the Bankruptcy and Insolvency Act that allow a person declaring bankruptcy to discharge their debts, except their student loans.

The federation says this discriminates against student debtors and violates the Charter of Rights and Freedoms. "Nobody plans to declare bankruptcy," said Michael Conlon, national chairperson of the federation, "but the act is in place to protect citizens and allow honest, yet unfortunate debtors to make a fresh start. It's unfair and unconstitutional to treat students any differently than any other Canadian

In 1997, the federal government amended the Bankruptcy and Insolvency Act, invoking a two-year prohibition on the discharge of student loans. In the 1998 federal budincreased to 10 years. Ordinary con-sumer debt can be discharged in nine months

"In addition to creating a distinction between student and con-sumer debtors, Section 178 of the act discriminates against students as a group based on the false stereotype that they are irresponsible with respect to the repayment of debts," said Todd Burke, legal counsel to the federation. "The provision also discriminates on the basis of age, sex, association, disability and economic circumstance when one looks at the real impact the prohibition has.

The application and constitutional question, filed Dec. 7, show that while student debtors do not file for bankruptcy more often than consumer debtors, the amendments to the act disproportionately affect youth, women, sole sup-port parents and the most economically disadvantaged students.

According to a 1997 study, where student loans were critical to the individual's bankruptcy, 62.8 per cent were under the age of 30. As well, while 40 per cent of all bankrupts were women, 60 per cent of those bankrupts who had stu-dent debt were women. The median gross household income for everyone declaring bankruptcy was \$37,130 compared to \$12,000 for those whose student loans were a critical factor in their decision to declare bankruptcy.

"We don't need policies that punish the most economically disadvantaged students. We need to keep the cost of education down and reduce student debt," said Conlon. "We need grants, not discriminatory bankruptcy legislation."

More information on the CFS bankrupt-cy case is available online at the Cana-dian Federation of Students web site

DFA Negotiates Equity Plan

ISP From PAGE A1

gaining matters around academic freedom, inclusivity, and race

Faulkner noted that the process leading to this settlement was hard. "At our best we university people are open, progressive and reasonable. But 'race' is one of our dirty little secrets.

"At Dalhousie, racially visible persons (especially indigenous blacks) and aboriginal peoples (especially Mi'kmaq) report feeling out of place on a campus that has been and remains systemically dominated by white european culture,' he said.

"Some just put their heads down and grind along, accepting that change occurs slowly. Others respond to the weight of oppression by leaving. For too many aboriginals and blacks, Dalhousie's open door of welcome has proved be a revolving door of hypocrisy. We hope this settlement will be a step forward in dealing with these historical realities.

Faulkner characterized the settlement negotiations as difficult. "A history of conflict and mistrust hung over the meetings between the university administration and the DFA, but I think that each side recognized the urgent necessity to approach race relations on campus in new ways," he noted.

"I cannot overstate how helpful the resources and advice pro-vided by CAUT were from beginning to end," he added. "This was reflected in the university administration's request that the final agreement specify that CAUT shall be consulted in designing educa-tional programs on equity issues at Dalhousie over at least the next two years

In a report on the outcome of the process, Faulkner expressed the hope that some of the fissures that have appeared in the minority communities on campus as a result of the controversy over this case will be replaced by a renewed and open solidarity, working to implement the structural reforms

that have been achieved.

He added, "I also hope that the Dalhousie community will now be able to find its wise way through the thicket created by its past history, to effect a real improvement in real time of the role that race plays in our common life." ■

Feds Up Time for Parental Leave

NEW parents in most provinces will benefit from the federal government's extensions to maternity and parental leaves, which took effect on Dec. 31, 2000.

Bill C-32 amends the Employment Insurance Act by increas (from 25 weeks to 50 weeks) the maximum duration of El maternity and parental benefits. Although the federal government determines how long EI is paid out for maternity and parental leaves, actual leave provisions are governed by provincial employment standards laws. As a result, parental leaves vary across the country

Under the new rules, parents living in Canada's more progressive provinces will be entitled to 15 weeks of maternity benefits plus 35 weeks of parental benefits, with Employment Insurance paying up to a maximum \$413 a week

Parental benefits are available to both biological and adoptive parents and can be shared by the parents, but the new rules now re quire only one parent to serve the two-week waiting period when parents share parental benefits.

Parents must accumulate 600 hours of insurable employment to receive maternity and parental

Parents can continue to work, earning the greater of \$50 per week or 25 per cent of their week ly benefit rate without affecting their El parental benefits.

Faculty associations typically negotiate supplements to top up El benefits for their members. Employers are not required to obtain formal approval from Human Re-source Development Canada for plans to supplement El maternity and parental benefits. These supplements are not considered earnings for EI purposes and will not be deducted from El benefits, as long as payments under the plan

lary, and are not used to reduce other employment benefits such as banked sick leave or vacation

Members should also be aware that, due to benefit clawback provisions under El, some recipients of maternity and parental benefits have had to reimburse El payments. At least two faculty associations have filed grievances against their employer for not protecting members from these clawbacks and have resolved the grievance by receiving agreement from their employer for payment of an amount to offset the EI clawback to those affected.

More information Bill C-32 and amendments to the EI Act are available at the Human Resources Development Canada web site www.hrdc-drhc.gc.ca or by call-ing 1-800-O-CANADA.

The Over-Extended Academic

From PAGE A3

As Barbara Adam, sociologist at the University of Cardiff in Wales, and co-founder of the journal Time and Society, put it in an Ideas program I did last year on CBC Radio:
"The speed-up that we are asked now to operate in, I think our ner-vous system itself operates at that vous system used operates at that speed, but not our consciousness; not our thinking... It also means that we no longer have any buffer zones here, to start reflecting on what's going on, because reflec-tion is a much slower process. It doesn't happen in the space of nanoseconds."

The question is not, are we for or against online learning, but what is the place of online communication in the context of engaged learning relationships extending over a meaningful period of time? As long as people are particular, that is, have their own particular identities, democratic public education must be grounded in particular learning communities and attuned to the time frames, continuities and pace of shared learning experience. Finding the appropriate role of online communication, and virtual learning

Stressed Out?

Heather Menzies and Jenice Newson have prepared a ques-tionnaire about academic work tionnaire about academic work hours and the effects of working in an increasingly online univer-sity environment, probing every-thing from health to social rela-tionships to the capacity to think continuous ward to be control. creatively and to be centred in one's own sense of values and priorities. The questionnaire is designed for multiple choice answers, it aims to be simultaneously thoughtful and easy to complete.

If you feel as they do that this issue is importent, and if you could commit a bit of time to championing its distribution among some of your colleagues please contect one or other of them immediately by email at janewson@yorku.ca or menzies@ccs.carleton.ca.

They hope to have some results available for discussion at the Social Sciences and Humanities Congress in the spring.

institutions to extend, supplement and enhance this is the debate we need to have, when we can find the time to have it

Meanwhile, it's worth remembering the core message of the medium that McLuhan most embraced as an academic. Though his celebrity status caused the University of Toronto to offer him a large lecture hall for his classes, McLuhan soon returned to the more intimate space of the Coach House. Echoing his one-time mentor Harold Innis and Innis "plea for time" through engaged dialogue as a core medium of university education, McLuhan es-poused the small seminar format.

Through puns and witty repar-tee, he engaged his students' atten-tion, inciting them to participate in the learning process, because to him, getting students to think for themselves was what mattered in a university education.

Heather Menzies is a writer, an adjunct professor at Carleton University, and au-thor of seven books, including the 1996 best seller Whose Brave New World? Janbest seller Whose Brace New World? Jan-ice Newson is an associate professor of sociology at York University, the author of several articles and book chapters on the corporatization of universities, and co-editor of the 1998 book, Universities and Globalization

The views expressed are those of the au-thors and not necessarily those of CAUT.

Cours de l'ACPPU

Négociation collective

Au moyen d'un exercice de simulation de négociation très réaliste, les participants au cours peuvent acquerir des compétences en négociation, en rédac-tion de dispositions contractuelles et pour le travail en équipe. Ils font également l'expérience de la dynamique prévalant à la table de négociation. La séance débute par un examen du cadre légal règissant la négociation et par une discussion des règles de l'interprétation contractuelle. Le cours s'adresse aux membres ayant peu d'expérience en négociation.

Règlement des griefs

À l'aide d'une série d'exercices, les participants apprennent les rudiments du règlement d'un grief à travers toutes les étapes : l'établissement des faits, la rédaction du grief et les discussions menant au règlement. Le cours se termine par une brève introduc-tion au processus de l'arbitrage.

Arbitrage

Les participants créent une cause d'arbitrage fictive et l'examinent dans le contexte d'une audience. Le cours porte sur l'acquisition de compétences en recherche juridique et sur l'art de défendre une cause, notam-ment sur la manière d'aborder et de monter une cause, ainsi que sur l'acquisition de techniques pour l'interrogatoire principal, le contre-interrogatoire, les exposés initiaux et finaux.

Comment représenter

Ce cours s'adresse aux membres de l'exècutif et du conseil ou des délégués syndicaux des associations de professeurs, les reprè sentants de première ligne. Au moyen d'exercices, de jeux de rôle et d'exposès, les représentants des associations de professeurs apprennent l'historique et le rôle des associations de professeurs et acquièrent des techniques pour informer, représenter et mobiliser les membres

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Equity News

Schools Not Failing Men

STUDY released by the Ameri-A can Council on Education casts doubts on widely publicized claims that men are less likely to enroll in universities and attain a degree than their female counterparts.

"There is not a generalized educational crisis among men, said Jacqueline King, director of ACE's Center for Policy Analysis and author of the report, Gender Equity in Higher Education: Are

Male Students at a Disadvantage?
However, King added there are "pockets of problems" facing certain young men, but that these problems are more closely linked

to the class and racial background of men. "African-American, Hispanic, and low-income young men lag behind their female peers in terms of educational attainment and are far outpaced by white, Asian American, and middle-class men and women," stated King. "There is little evidence to suggest that white, middle-class males are falling behind their female peers." King also emphasized that

women do not predominate at all levels of higher education. Men still form a majority in doctoral and professional programs and in two large master's degree fields business and engineering.
 The study examined data on

the educational achievement of men and women in order to test the claims made by some observers that women are more likely than their male peers to pursue higher education, enroll in a college or university, and to graduate. King said the data show that

almost all the differences in participation can be explained by the huge gender gaps among African-Americans, American Indians, and Hispanics. Data also show that as income increases, the gender gap disappears and eventually reverses itself to favour males.

"The message in these data for educators, political leaders, and the media is that we need to concentrate our time, resources and attention on the students who are in greatest danger of being left behind," King said. "We can't become distracted by so-called crises that may have little basis in fact."

The report is available for \$15 us from the American Council on Education www.acenet.edu.

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Ensuring Integrity in Medical Research at Harvard University

AT a time when entrepreneurial zeal threatens to blur the lines between university research and product promotion, Harvard's faculty of medicine is ensuring the integrity of its medical science with tough conflict of interest guidelines for its researchers.

Created in response to public concern over the growing links between academic medicine and the pharmaceutical industry, Harvard's "Policy on Conflict of Interest and Commitment" forbids a faculty member from participating in clinical research on a technology owned by a business in which the faculty member owns stock or has a consulting relationship.

The policy does have a de minimis exception that allows a faculty member to own stock in such a business if the stock is in a publically held, widely traded business, its value does not exceed \$20,000 and there is no relationship between the ownership of the stock and the research in question. Research can also be conducted on a technology owned by a business with which the faculty member has a consulting relationship, provided

that the income from that relationship does not exceed \$10,000 a

Harvard's rules stand in stark contrast to the situation at most other American and Canadian universities, where conflict of interest policies are couched in general terms and are focused on disclosure of potential conflicts rather than on actually preventing financial entanglement between researchers and periods in the start of the start of

and private industry.
Indeed, the lack of similar controls elsewhere prompted a fierce debate at Harvard over whether its own tough standards should be relaxed. The debate was recently resolved with a decision to strengthen, rather than weaken, the existing policy and with a call by the dean of the faculty of medicine "for a national dialogue to discuss the important issues around conflict of interest, public trust in the integrity of science, and scientific advancement."

The full text of Harvard's guidelines and policy on conflicts of interest is online at www.hms.harvard.edu/integrity.

Les Libéraux obtiennent un troisième mandat majoritaire

POUR la troisième fois de suite, les Libèraux de Jean Chrétien seront à la tête d'un gouvernement majoritaire. Ils ont réussi l'exploit en rafiant l'Ontario et en reprenant quelques sièges dans les provinces de l'Atlantique et au Québec. Cette victoire laisse cependant le Canada nettement divisé en fonction de régions et n'accorde pas aux Libéraux un mandat clair.

« La campagne n'a été définie par aucun enjeu qui aurait donné aux Libéraux un mandat de l'électorat », a déclaré le président de l'ACPPU, Tom Booth. « La campagne a été dominée par le dérigrement et les attaques personnelles et n'a donné lieu qu'à peu de véritables discussions sur les préoccupations que la population canadienne voulait voir aborder par le prochain gouvernement. »

Dans les provinces de l'Atlantique, les Libéraux ont fait bien meilleure figure qu'en 1997 et ont causé des surprises au Québec, en arrachant des sièges au Bloc Québécois. En Ontario, les Libéraux ont assis leur suprématie en remportant 100 des

103 circonscriptions.

Dans les provinces de l'Ouest, l'Alliance canadienne a renforcé ses appuis en faisant des gains en Saskatchewan et en Colombie-Britannique. Le parti n'a toutefois pas réussi à faire la percée espérée en Ontario. Après deux ans d'efforts pour se démarquer de l'ancien Parti réformiste, l'Alliance canadienne a essuyé une rebuffade de la part de l'electorat ontarien qui ne lui a accordé que deux sièges.

Malgré les gains prédits par les sondages en toute fin de campagne, les Progressistes Conservateurs n'ont réussi qu'à conserver 12 comtés, juste assez pour maintenir leur statut de parti officiel à la Chambre des communes. Le Nouveau parti démocratique a accusé des pertes dans la région atlantique mais s'est tout de même accroché à 13 sièges.

landque mais sest tout de memeracroché à 13 sièges.

M. Booth a fait remarquer que la faible participation de l'électorat, presque un record, est un signe que les Libéraux auront peuètre besoin de la prochaîne session parlementaire pour rejoindre les Canadiens et les Canadiennes qui

se sont sentis privés de leurs droits

« A mon avis, pour bon nombre d'électeurs et d'électrices, ces élections étaient inutiles et offraient peu de débats sur leurs préoccupations », a ajouté M. Booth. « Les deux principaux partis ont beaucoup parlé de réductions d'impôt mais les sondages ont constamment révèlé que la plupart des Canadiens et Canadiennes souhaitaient des mesures concrétes dans les domaines de la santé et de l'éducation, ce qui a probablement rebuté nas mal de grens. »

dans les domaines de la santé et de l'éducation, ce qui a probablement rebuté pas mal de gens. »

Lors de la première semaine de la campagne électorale, l'ACPPU a rendu public un sondage révélant que 51 p. 100 de la population canadienne estimaient que le gouvernement fédéral devait consacrer en priorité les surplus à la hausse du financement de la santé et de l'éducation. Par contraste, seulement 21 p. 100 étaient en faveur de réductions d'impôt. •

Tradut de l'article « Third Term Majority Government for Jean Chrétien's Liberals » (Bulletin de l'ACPPU, décembre 2000).

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La DFA négocie un programme d'équité

Suite de la PAGE A1

« Nous voulions plus, évidemment », a déclaré M. Faulkner. « Toutefois, la DFA a obtenu un engagement ferme de collaboration entre l'association des professeurs et l'administration sur ces questions. Jusqu'à maintenant, nous étions nettement en désaccord. »

« De plus, je m'engage personnellement, en tant que président de la DFA, à soulever les questions de liberté universitaire, de représentativité et de relations interraciales pendant les négociations collectives actuelles. »

M. Faulkner a mentionné que le chemin vers cette entente avait été semé d'embûches. « À notre meilleur, nous, les universitaires, sommes ouverts, progressistes et raisonnables. Mais les questions raciales sont au nombre de nos vilains petits secrets. »

« À l'Université Dalhousie, les membres des minorités visibles (en particulier les Noirs) et les Autochtones (en particulier les Micmacs) ne se sentent pas chez eux sur un campus qui est et demeure systématiquement dominé par la culture blanche européenne », a-til

« Certaines personnes s'inclinent et acceptent que les choses changent lentement. D'autres réagissent au poids de l'oppression en partant. Pour trop d'Autochtones et de Noirs, la porte d'accueil de l'université s'est révélée être une porte tournante d'hypocrisie. Nous espérons que cette entente sera un pas en avant vers l'élimination de ces réalités historiques. »

Pour M. Faulkner, les négociations qui ont mené à l'entente ont été difficiles. « Un passé de conflisi et de métiance pendait au-dessus des réunions entre l'administration et la DFA. J'estime cependant que chaque partie a reconnu l'urgence d'aborder les relations interraciales à l'université d'un angle nouveau », a-t-il souteu.

« Je n'exagère pas en disant à quel point les ressources et les conseils de l'ACPPU ont été utiles, du début à la fin », a ajouté M. Faulkner. « L'administration a d'ailleurs demandé qu'il soit précisé dans l'entente définitive que l'ACPPU devrait être consultée pour la conception de programmes de formation sur des questions d'équité à l'université au cours des deux prochaîmes années au moins. »

Dans un rapport exposant le résultat du processus, M. Faulkner a dit espèrer que les fissures apparues au sein des communautés minoritaires du campus à la suite de la controverse sur cette affaire se refermenont et qu'une solidarité franche et renouvelée naîtra à la place en vue de mettre en œuvre les réformes structurelles obtenues. « J'espère également que la collectivité de Dalhousie tirera une leçon judicieuse du passé pour améliorer véritablement, en temps réel, le rôle que jouent les races dans notre vie courante », at-til conclu. ■

Traduit de l'article « DFA Negotiates Equity Plan ».

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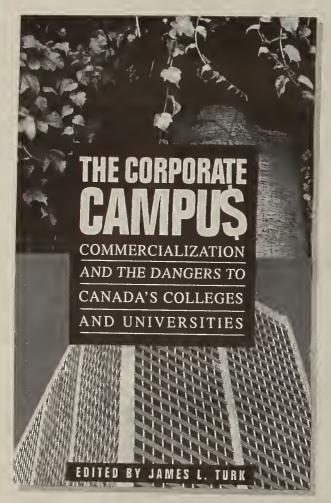
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BOOKSHELF COIN DES LIVRES

Achieving Gender Equality

Instead of looking to the U.S., where the status of most women is even lower than in Canada, this book probes how European countries have achieved more success.

Hard Work in the Academy: Research & Interventions on Gender Inequalities in Higher Education

Paul Fogelberg, Jeff Hearn, Liisa Husu & Teija Mankkinen, eds. Helsinki: Helsinki University Press, 1999; 288 pp. paper € 25.69 EUR

By E. LISSETH DONALDSON

UCH national pride has been evoked because Canada has been consistently rated as having the best quality of life according to United Nations criteria. It almost seems heretical to remind citizens that with respect to the status of women this country was rated seventh in the same comparative

Pockets of inequity are located not just among poverty-stricken single mothers, and some ethnic groups but also at the other end of the spectrum. For exam-ple, we have fewer women leaders in politics and in higher education than most Scandinavian countries. Why? Instead of peering south of the border, where the general status of most women is even lower than in Canada, why not probe how European countries have achieved more success. This book addresses just that task.

Some trends are worldwide. As women gained access to institutions offering higher education, participation and persistence rates have increased to the point where the numbers of women graduating are now higher that those of men. Most female students select humanities and professional types of study while mathematics, natural sciences, and information technology are male-dominated.

A degree, however, does not necessarily result in career path opportunities or equal financial rates of return on the educational investment. Even when the proportion of the educational mixed states are the home reaches 50 per cent, the numbers of women in academia have remained marginalized and low. They are clustered in lower paying positions such as sessional employment and fewer than 15 per cent in most countries are senior professors. (p. 21, 78).

Sweden, Finland, and Denmark are European lead-

Hard Work in the Academy

Edited by Paul Fogelberg, Jeff Hearn, Litsa Husu and Tetja Mankkinen

ers with policies that promote equity. Finland has the highest proportion of female pro-fessors (18 per cent) of 15 European Union countries. Unfortunately, this figure is inflated because in 1998 the academic category of associate professor was abolished, thus many women acquired the title of professor during a period when sa-lary levels were not upgraded correspondingly and the total number of professors decreased. Nevertheless, the 1995 Equ-

ality Act formalized a policy making all government commit tees, advisory boards and research councils meet a minimum quota of 40 per cent female memberships "unless there are special reasons for the contrary." (p. 31) In a further attempt to reduce male gate-keeping, the same Act states that all employers with a staff of at least 30 will provide equitable training and labour

protection support.

Sweden has "positive affirmative action policies" that include hiring (90 per cent of chairs recently have been filled by women) and the government sets a target of gender recruitment for universities, freezing funds when these targets are not met within a three-

year period. (p. 39)
The First European Conference on Gender Equ ality in Higher Education was held at the University of Helsinki, Finland, Aug. 30 to Sept. 1, 1998. This prominent host university was established in 1640 but it did not accept female students until 230 years later. It was another 12 years before one graduated and the first female professor was not nominated until 1930

The Helsinki conference attracted 152 participants 130 women and 22 men, from 21 countries. Fifty-six participants came from the host country, 22 from Sweden, and 13 from the U.K. Some neighbouring countries were relatively under represented (none from Iceland, Estonia, or France) and, of 11 non-European participants, one was Canadian. This book is one of the outcomes and includes edited versions of 30 presentations representing perspectives from 15 countries.

The conference program and summary of topics are included in an appendix. Another appendix provides contributor profiles. A third appendix provides the address of another outcome of the conference: EQ-UNI list, the European Network on Gender Equality in Higher Education, was launched in February 1999 and now has subscribers from 30 countries

Contributions to the book are organized in seven sections: national politics and policies, students, academic work and careers, management, sexualities, women's studies and strategies and interventions for change. Some points in each chapter become repetitious because employment and educational barriers

Keynote speaker Jane Roland Martin, professor emerita at the University of Massachusetts and author of Coming of Age in Academe: Rekindling Women's Hopes and Reforming the Academy (Routledge, 1999) used the metaphor of alienated immigrants who struggle simultaneously to adapt to a new culture while resisting ac-culturation. She long has argued for the development of gender-sensitive policies and programs. Awareness does not necessarily result in a less chilly academic

The Canadian contribution, by Lucie France Dage nais, from the Quebec Human Rights and Youth Commission, is "Inequality and Higher Education in Canada." Successes of the past 20 years are acknowledged using data that indicate: improved accessibility to educational systems, scholarly achievements and attainments, narrowing of gaps in wages and earnings by educational attainment and civil status (married/

However, gender differentiated roles in family responsibilities and subsequent labour market participation continue to influence women's career paths more than academic qualifications. As Dagenais concludes, "the implications of the new female presence in education and its broader effects on ... society" need to be explored further. (p. 249) "Addressing gender inequ-

alities and pursuing gender equality in the academy is hard work: it is definitely work, and it is definitely hard!" (p.11) This opening sentence of such a worthwhile publication and conference invites further such openings. The first symposium on Women in the Academy was held at the 2000 SSHRC Congress in Edmon-ton. It was hard work and it

was a good beginning. Canadian academics, it is time to work hard to reduce inequities at our respective campuses.

E. Lisbeth (Betty) Donaldson is a professor of education and director of teaching and learning curriculum projects at the University of Calgary, and coauthor with C. Ernes of The Challenge for Women Academics: Reaching a Critical Mass in Researth, Teaching, and Service in the Canadian Journal of Higher Education, fall 2000 (in press).

To subscribe to the EQ-UNI list, send an email with the message "subscribe EQ UNI" to majordomo@helsinki.fi.

In Norway, the University of Tronso's latest attempt to pay attention to the gender problem at the organizational level "The Rules of the Game at the University of Tronso" can be viewed at www.adm.uit.no/persavd/likestilling/kort/index.htm.

Quick Reviews



Globalization from Below: The Power of Solidarity

Jeremy Brecher, Tim Costello & Brendan Smith. Cambridge, MA: South End Press, 2000; 165 pp;

When tens of thousands of protesters halted World Trade Organization proceedings in Seattle in November 1999, the event was transformed into a "coming out party" for a new global movement. Trade unionists, environmentalists, students, women's rights

groups and human rights advocates demanded an alternative to "globalization from above." As Newsweek observed: "There are now two visions of globalization on offer, one led by commerce, one by social activism." How can this emerging movement realize its vision? Brecher, Costello, and Smith draw on the history of past movements and their own experience as activists to propose strategies for building this powerful coalition into a successful movement for global democratization.



Women's Studies Practica: **Students Linking Academe** & Community

Alma Estable & Mechthild Meyer with Roxana Ng. Ottawa: Canadian Research Institute for the Advancement of Women, 2000; 109 pp; paper \$12 ca.

This resource guide is designed to provide information on women's studies programs in Canada, with special emphasis on those programs, that have a practicum component. It is developed from a research project CRIAW conducted in 1998-99 aimed at discovering

the experiences of women's groups and students who participated in women's studies practica across the country. The guide highlights the voices of the groups and students, and uses their voices as a basis for reflection. It contributes to emerging knowledge on practicum as part of women's studies. The resource guide, a first in Canada, is of use to all those who participate in women's studies programs in Canada, and to those interested in practicum from a feminist perspective.



How Ottawa Spends: Past Imperfect, Future Tense

Leslie A. Pal, ed. Don Mills, ON: Oxford University Press, 2000; 306 pp; paper \$27.95 ca

Carleton University's annual review of public policy developments and federal government spending explores the federal government's continued efforts to redefine itself. The 21st edition reviews key policy developments over the last year, the changing role of the federal government, its policies and programs, and

its role in Canadian political and econonuc life. The authors analyze a variety of the past year's public policy issues to predict what the government's future national agenda will be. Analyses include child care, the fiscal dividend, veterans' affairs, aboriginal economic development, the emergence of e-government, federal fisheries' policy and the continuing debate on the Canadian financial services industry

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Dealing with 'the Difficult Professor'

Can general workplace disciplinary systems be adapted to the university context? How far can a collective agreement go in assigning rights and obligations to academic employees, faculty unions and university management? Should outsiders get involved? When should the police get a call? Kenneth Swan, arbitrator, formulates answers to these questions.

Stephen Kelleher



The Weber Effect - Kelleher

In Weber v. Ontorio Hydro the Supreme Court of Canada ruled the jurisdiction of an arbitrator as far broader than most observers had understood. As result many wonder: Should faculty associations seek changes to the collective agreement to reflect Weber? Should faculty associations even consider changes to their constitution and by-laws to accommodate a member who wishes to pursue what was previously considered a civil claim? Stephen Kelleher examines these issues as he discusses decisions since Weber and their implications.

Morton Mitchnick



How to Manage Weber Fall Out — Mitchnick

Some recent cases have had to consider the Weber principles against availability of other specific forms of statutory enforcement (i.e., in the case of alleged violations of human rights codes or health and safety acts). The effect of Weber on claims through the collective agreement against third parties has also come under court scrutiny, most notably on the issue of eligibility for insured benefits. Morton Mitchnick considers how these factors can be managed in the university context.

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The Ambit of the Collective Agreement



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BOOKSHELF COIN DES LIVRES

Health Research Study Shows Ethical Issues Unresolved

Commission report details the current status of ethical and legal protections relevant to health research in Canada.

The Governance of Health Research Involving Human Subjects

Michael McDonald et al. Ottawa: Law Commission of Canada, 2000; 365 pp; plastic bound single copy available at no charge from www.lcc.gc.ca/en/ress/order.

By PATRICK O'NEILL

FALTH researchers have done much positive work leading to lifesaving and life-extending discoveries. Some have also, on occasion, used methods that offend our ethical sensibilities. We do not need to revisit the Nazi concentration camps for illustrations. We have a number of striking cases in the medical history of North America — brainwashing experiments on schizophrenics, syphilis left untreated in unknowing victims, cancer cells injected into geriatric patients and so on. Little wonder that at the beginning of the 21st century there is increasing interest in having strong ethical standards apply to health research.

In 1998 the Law Commission of Canada commissioned a study of the governance of health research involving humans. Michael McDonald and colleagues have now produced a report for the commission detailing the current status of ethical and legal protections relevant to health research in Canada.

McDonald, the principal investigator, is the author of several chapters. Other authors and their topics include Bernard Dickens on legal issues in biomedical research, Bartha Maria Knoppers on emergencies and the duty to warn, Michael Burgess and Fern Brunger on negotiating collective accountability, Jean Jody on public health research, T. Douglas Kinsella on regulatory status of the Canadian medical profession, Brenda Beagan on ethics review processes, and Marcelo Victor Otero on governance relations in biomedical research.

There is much good information in the report, from reviews of current legal standards to revealing interviews with those involved in the work of local Research Ethics Boards (REBs). The report raises var-

ious causes for concern. With regard to REBs, for example, McDonald summarizes the situation this way: REBs tend to focus narrowly on consent forms, they pay too little attention to benefits and harms for research subjects, researchers consider ethics to be a matter of navigating through the REB, and institutions see ethics as little more than the efficient processing of research proposals by a REB

McDonald remarks that one of the striking conclusions of the study is the discrepancy between ideals expressed in policy and the actual arrangements for accountability and effectiveness of governance in this area. His report calls for the cultivation of a culture of ethics in health research.

The study gives short shrift to the problems associated with

funding of research by private industry. Professors Joly and McDonald note that as government funding is trimmed, for-profit corporations play a larger and larger role in funding research. But there is no serious look at situations such as that exemplified by Dr. Nancy Olivieri — situations in which both academic freedom and patient welfare may be at odds with the requirements of a for-profit research sponsor.

From his interviews concerning the functioning of REBs, Otero reports complaints from REB members in Quebec about ready-made consent forms from pharmaceutical companies that actually break the Civil Code of Quebec. Corporatization of research in public institutions deserves more attention in a report such as this. Because this is a report on health research — which often means medical research — it generally stays clear of the problems that engulfed the creation of the Tri-Council Policy Statement on Ethical Conduct for Research Involving Humans.

Many of those problems were the result of an attempt to develop a code that would govern not only medical researchers but also psychologists, historians, political scientists, and the like. Thus, protection of research subjects, which is understandably paramount when regulating clinical trials, is an inappropriate standard when applied to the study of political groups or biographies of public figures.

Many of the notions that were controversial in the tri-council process are integrated into this report as received wisdom — such as McDonald's insistence on the principle of "respect for the dignity and rights of research subjects." (p. v) To the extent that the report is limited to medical and other health research, such ideals are reasonable. But they do not work as well outside the medical context. We would want to re-

spect the dignity of participants in clinical trials in a way that we would not apply to a study of fanatical cults or to the machinations of industrialists.

Despite the health focus of the study, it seems McDonald and his colleagues would like the ideals that guide medical research to apply more generally to any research involving humans. It was this attempt at expansion from health sciences to social sciences that led to controversial debates over the tri-council policy statement — debates in which CAUT and other professional organizations were active and influential participants.

Some of the old ideas sneak back into this report, even though it is ostensibly about health research not about social science. We have, for instance, Professors Burgess and Brunger reinstating the problematic notion that "collectives" affected by research should have a say about the research. For purposes of this report, they use an extended example about

Subjects (HRIHS)

genetic testing. But the arguments for the influence of collectives over research are similar to those advanced in the earlier debate over the tri-council policy statement, where the concept was extended to history, sociology, political science and the like.

Once again, we find that the ideal situation is supposed to be one in which a collective may veto research, even if individual members are willing to be subjects. Those individuals, by the way, may not even see themselves as members of the collective, but the researcher is obligated to see them that way.

Will these ideas resurface in a future debate about broader ethical contexts including the social sciences? Without a doubt. While talking about health research, McDonald makes frequent reference to

"RIHS" (research involving human subjects) which is clearly much broader than the health research focus of the report to the Law Commission.

Space here limits further reflection on reasons why such expansion of the health research model to social science inquiry is considered by many to be a threat to the legitimate exercise of academic freedom. It is enough to say the battles fought over the original formulation of the tri-council policy statement will have to be re-fought again in its forthcoming revisions.

Patrick O'Neill is the former chair of CAUT's Academic Freedom and Tenure Committee. He is a professor of psychology at Acadia University, whose research focuses on professional ethics.

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From page A3. Each hymn number must have three digits. (If the lowest number has fewer than three digits, then no more than eight digits can be used altogether. If the lowest number has at least three digits, then the other two numbers must have at least this many digits.) Since the largest number has three digits, the smallest must be less than 200 and begin with a 1. Since the largest must be a multiple of 5, its units digit must be a 5. So the middle number must not begin with a 5, and so must be less than 500. This makes the smallest number less than 167. The smallest number cannot end in a 7, for this would make the middle number end in a 1, Thus the smallest number must be one of 123, 129, 139, 143, 149, 153, 159, 163. Only one of these works and the hymn numbers were 129, 387, 645.

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Applications (including curriculum vitae and the name of three referees will be considered commencing March 1, 2001. Send applications to: Dr. R.A. Lobdell, Chair, Advisory Committee on the Appointment of a Director of the Natural Resources Institute, 208 Administration Building. The University of Manitoba, Winnipeg, Manitoba 837 2N2





SATELLITE OCEANOGRAPHY

The Department of Geomatics Engineering invites applications for the position of Assistant Professor in Satellite Decanography, effective July 1, 2001. Applicants should have a PhD in ocean-ography, engineering, physics, or a related field, with a demonstrated research excellence in one or more of the following areas: analysis of altimetric and other satellite observations for oceanographic modelling; satellite remote sensing for environmental/disastermonitoring of oceans and coastal zones, and/or ocean floor mapping; and analysis and modelling of ocean dynamics, particularly in relation to ocean-atmosphere interaction on regional and global scales. regional and global scales.

The applicant is expected to provide leadership and vision to th The applicant is expected to provide leadership and vision to the remote sensing and environmental monitoring core of the undergraduate program and the development of a graduate program in satellite oceanography. The selected candidate must have the capability to teach various undergraduate courses related to remote sensing and data analysis in addition to other fundamental engineering courses such as object oriented programming. It is expected that the research will be integrated with other areas of geomatics engineering. The applicant should have the academic background required and the willingness to register as a Professional Engineer in the Province of Alberta.

The Department of Geomatics Engineering is actively involved in all aspects of geomatics engineering and comprises 18 faculty members, more than 60 graduate students and 45 students in each year of the undergraduate program. State-of-the-art geomatics engineering equipment and computer facilities are available. Information on the program can be found at http://www.geomatics.ucalgary.ca/

The University of Calgary is a co-educational, non-denominational, government supported institution with a student population of about 22,000. The City of Calgary tisself has a population of over 800,000 and is situated within an hour's drive of Banil National Park, one of the most beautiful parts of the Rocky Mountains.

Applications should include a detailed curriculum vitae and a complete list of publications. Three letters of reference should be sent directly by the referees to:

Head, Department of Geomatics Engineering The University of Calgary 2500 University Drive N.W. Calgary, Alberta T2N 1N4 e-mail: marguerite@geomat atics ucalparvica Closing date: March 31, 2001

ENGINEERING, TECHNOLOGY AND SOCIETY

The Faculty of Engineering invites applications for a full professor to perform teaching, research and sch area of "Engineering, Technology and Socrety" (ETS).

The appointee will:

- lead the development of the ETS area within the Faculty of Engineering and cooperate with the existing "Science, Technology and Society" programme in the Faculty of Communication & Culture,
- · revise and develop ETS learning activities at the undergraduate and graduate levels, perform teaching and research in this area, and lead development of ETS within the engineering disciplines and within the University community,
- take a proactive leadership role to mount collaborative efforts with other faculties and units on campus with an aim to establish ETS education and scholarship as true interdisciplinary endeavours, and
- · assume a major leadership role within the Faculty of Engineering and the University to promote the importance of ETS activities and to loster related Interdisciplinary activities on campus.

- · a PhD in an area related to ETS,
- a track-record of positive interaction with students, faculty and industry in both the engineering and non-engineering communities,
- extensive recent experience and proven expertise in teaching. research and scholarship in the ETS area, and
- experience and proven expertise in communications, management

Applications should include a curriculum vitae and the names and contact information of three referees, and should be sent by January 31, 2001 to:

Robert L. Qay
Associate Dean (Academic and Planning) Associate Dean Meadering
Faculty of Engineering
University of Calgary
2500 University Dr. N.W. Calgary, AB T2N 1N4 Fax: (403) 284-3697 e-mail: rday@ucalgary.ca

The University of Calgary is an innovative university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

SOCIAL WORK

The Faculty of Social Work invites applications for an academic position on its Calgary campus. Candidates must possess a doctorate (or near completion), at least one degree in social work (or equivalent), refereed scholarly publications, direct social work practice experience, and preferably post-secondary teaching experience. The successful candidate will be responsible for teaching writing a generalist social work program with particular emphasis in the direct practice area.

work program with particular emphasis in the direct practice area. The Faculty of Social Work supports a spirit of enquiry from multiple perspectives, and critical reflection when generating and applying knowledge to the professional teaching, scholarship, and practice of social and individual change. The Faculty at the Inversity of Calgary provides social work education at the baccalaureate and graduate levels leading to the degrees of BSW, MSW, and PhD. It also provides campus programs in Lethbridge and Edmorton and an off-campus program to increase access to social work education in rural, remote, and Abordinal communities in Alberta. The University of Calagary is a and Abordinal communities in Alberta. The University of Calagary is a and Aboriginal communities in Alberta. The University of Calgary is a young, dynamic, comprehensive research university.

We are searching for candidates with specialized knowledge and expertise in any combination of the following areas - child welfare, children's mental health, services to vulnerable children and children's mental health, services to vulnerable children and families; poverty, housing, and homelessness; health/mental health, disabilities policy and practice; substance abuse and addictions; mediation and conflict resolution; and Aboriginal issues. In addition, background and experience in distance and technology-mediated teaching and learning, social work practice, and grant writing will be an asset in this competition.

Rank and salary for this position is at the assistant professor level; however, where qualifications and previous full-time academic experience warrant, consideration will be given at a higher rank

The Faculty is committed to increasing cultural, ethnic, and gender diversity in its complement of academic staff and therefore encourages applications that would support this

The competition will remain open until qualified applicants have been chosen; consideration of candidates will, however, commenc February 28, 2001 with appointment dates to coincide with the beginning of either the academic Fall or Winter Sessions

Please send a letter of application, a curriculum vitae, and the names and addresses of three referees to:

Dr. Gayla Rogers, Dean University of Calgary 2500 University Drive N.W. Calgary, AB T2N 1N4 Telephone: (403) 220-5945 Fav: (403) 284-1391

FACULTY OF NURSING

Applications for tenure-track positions are in Applications for tenure-track positions are invited at the Assistant and Associate Professor levels, to support the Faculty of Nursing emphasis on research, scholarship practice, teaching excellence, internationalization, and revenue generation. Dur Faculty has approximately 1,000 students and 32 tenure track faculty. We are closely involved with the City of Calgary in the science, business, cultural, educational and health sectors

We are seeking to fill two positions commencing August 1, 2001. The Faculty of Nursing has undergraduate, post-diploma, masters and doctoral programs. Faculty are expected to leach across and obtorial professions. Factor are expected to close to death of the programs. Undergraduate partners include Mount Royal College, Medicine Hat College, and Centennial College. Doctoral collaboration with Dalhousie University School of Nursing has been initiated. International Partnerships include the universities of Tampere (Finland), Bode (Norway) and Kagawa (Japan). The Faculty houses the Southern Alberta Nursing and Health Research Resource Unit (SANHRRU) and the Nursing Commons that includes the Educational Technology Centre and the Learning Centre

Applicants must have a passion for teaching, nursing practice and research. Qualifications must include graduate preparation in nursing, and PhD studies. We welcome applicants with a Nurse Practitioner, and Leadership/ Administration background Candidates with expertise in other specialty areas are also strongly encouraged to apply.

Please send a curriculum vitae and the names, addresses, telephone and lax numbers of three referees by February 19, 2001 to:

Or. Deborah Tamiyn, Dean

Faculty of Nursing University of Calgary 2500 University Drive N.W. Calgary, Alberta T2N 1N4 Fax: t403) 2a2-5820 eb page: www.ucalgary.ca/NU/ Call (403) 220-4645/6492 for a recruitment information package We encourage non-Canadians with a PhD in nursing to apply.

Equity, legidation, McMaiter encourages ap-plications from all qualified applicants, includ-ing abnogrand people, persons with disabilities, members of visible immorrates and women, in accordance with Canadian immigration for requir-ments, this notice is directed to Canadian dis-ease and perimanent researchs. Applications of cluding a curriculum vitae and afters from three referees, blundle be submitted to. Am Herrito, Chas, Department of Ambridgology, Melhamier Ceredia Assi Sell's 1995/925-9146, cr. 4732/0, face (95):525-9348, e-maich beringologymateria.

Canada, U.S. 48; net; 1905/35-5140, ext. 2320, dar. 2005/25-2989, emale heringformaster a Closing date: February 2, 2001.

MCMASTER MUNESTITY — The Department of Anthropology at McMaster Unversity interest application for a full-time, revoyatr connected anthropology at the rank of Assistant have a PhO in cultural anthropology, a strong research and publication record, and previous university teaching expenses. The appointer present and publication record, and previous university teaching expenses. The appointer 221s. Hodical Anthropology at and previous university teaching expenses. The appointer Company of the Proposition of the Pr 99, McMarter University, 120 Man Street Wert,
Mindroo, NG, Groods 1584 59, et el. 693 05 25 140,
ext. 23920, fac (055)22 5933, e-mail hernings
mensate ca. 60000 1584 159, et el. 693 05 25 140,
ext. 23920, fac (055)22 5933, e-mail hernings
mensate ca. 60000 159, et el. 23920, ext. 23920, fac ext. 23920

TRENT UNIVERSITY — The Department of Anthropology of Tent Direction primities applications of the Company of th TRENT UNIVERSITY — The Department of Anthropology of Trent University invites applications for a full-time, tenure-track appointment

APPLIED HUMAN SCIENCES

CONCORDIA UNIVERSITY — Faculty of Arts and Science, has up to three limited-term ap-pointments available in its multi-disciplinary Department of Applied Human Sciences Please see our full-page display ad in this issue

APPLIED MATHEMATICS

APPLIED MATHEMATICS

THE UNIVERSITY OF WATERLOO — The Department of Applied Mathematics, Application in the Department of Applied Mathematics, Application in the Department of Applied Mathematics, University of Waterloo, Ontano, Canada, in the area of Control Theory, to begin on or after July 1, 2001. Applicants will normally have at least two pester protectional opening and the strong mathematical budgeround and a native strong mathematical budgeround and an active mention of the production of the diopoline in soli ence or engineering. The successful applicant production of the diopoline in soli ence or engineering. The successful applicant produces the production of the diopoline in soli ence or engineering. The successful applicant produces the production of the diopoline in soli ence or applied applicants and the Assistant or Associate Proteomic Relation State of the Assistant or Associate Proteomic Relation State of the Assistant or Associate Proteomic Relation State of the Relation of the Relation State of the Relation of the Relation State of the Relation of the Relation State of the Relation State

Athabasca University School of Business

Assistant or Associate Professor Communications

Athabasca University, Canada's Open UniversityTM, invites applications for a tenure-track faculty position in Communications to be filled at the assistant or essociate profassor lavel in the undergraduate School of Business.

A PhD (or near completion) in Communications or a closely related disciplina is required, together with evidence of successful teaching experience, research excellence and expertise in communications theory, communications managament, organizational communications, public relations, international communications and information technologies.

You will be part of a highly motivated team advancing technological boundaries in undergraduate business education and delivering business courses and degree programs throughout North America and, increasingly, globally via the

Further information about this position may be obtained from Mayls Jacobs, Director, School of Business: phone, (780) 675-6483; fax, (780) 675-6338; or e-mail, mavisi@athabascau.ca.

Althabase University is located in the town of Athabasea, Alberta, 145 km north of Edmonton, and operates regionel centres in Calgary and Edmonton. It delivers university education to approximately 21,000 students per year. Acedemic staff cen live and work in Athabasea, or live where and commute weakly to Athebasca.

Athabesca University develops and maintains en environment that supports equitable working conditions for members of groups traditionally under-represented in universities.

Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees to: Co-ordinator, Employment Services, Human Resources, Athabasca University, 1 University Drive, Athabasca, Alberta, Canada, T9S 3A3, fax, (780) 675-6135, or e-mail, resume@athabascau.ca.

This position will remain open until a suitable candidate has been found; however, the selection committee will start reviewing applications in early March 2001.

Athabasca University 🗖 Canada's Open University"

In accordance with Canadian immigration requirements, priority will be given to Canadian citizen permanent residents of Canada. The University of Calgary respects, appreciates and encourages diverwww.ucalgary.ca

Mechanics, Ordinary and Partial Offerential Equations, Quantum theory, Relatority and Science in the University, Federately and Science in the University, Further information about the department may be obtained from our webpage at vower with the varieties of Engineering and Science in the University, Further information and the separation of the property of the participant of the participa

ARCHIVAL STUDIES

THE UNIVERSITY OF MANITOBA — Ubrarles invites applications for the portion of Acquainment of Acq

son with disabilities. In accordance with Cana-dian Immigration requirement, this advertuse-ment is directed to Canadian citizens and per-ment residents. Submit applications, includ-ing curnculum vites, slary expectations and the cames of there reference, by January 31, 2001 to: Carolynne Presser. Director of Librans, 155 Etizabeth Dafos Libran, Umersity of Man-itoba, Winnipeg, Manitoba, R3T 2N2

ART

OUEEN'S UNIVERSITY — The Department of Art unites applications from outstanding whole and the position and the position and the position and the position as the position and the position as the position as the position as the position and the position and their unterpretation from the early medical period to 1800. This sholls should position and their unterpretation from the early medical period to 1800. This sholls should position and their unterpretation from the early medical portion though a position and their unterpretation from the early medical administration. The individual selected will have areas of research that complement and earliers that the position and the position of the



UNIVERSITY OF REGINA FACULTY OF EDUCATION

The Faculty of Education at the University of Regina is a dynamic community of educathe Faculty of Euclason at the Chiversity of Regitals is a dynamic commitmity of educa-tors with a commitment to excellence in undergraduate teacher education, graduate studies and scholarly research. The Faculty encourages and supports: the integration of theory and practice; cross-cultural knowledge and experience; use of instructional tech-nologies; collaboration; balance within commitments to teaching, research, field expe-rience supervision, and professional development.

Applications are invited for the following tenure track positions:

- Educational Foundations (Sociology)
 Mathematics Education
- Teacher Education and Pedagogy (Education Professional Studies Subject Area)

Preference will be given to applicants with teaching experience and a current teaching certificate; a completed, or nearly completed PhD or Ed.D.

Duties will include teaching at the undergraduate level; graduate studies teaching and thesis supervision, and field experience supervision. The successful candidates will have an interest in, and a commitment to, scholarly research and should describe their current interests and projects.

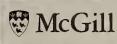
Salary at the Assistant Professor range is \$44,419 - \$67,795 per annum plus benefits.

For further information and details with respect to each of the positions, please visit our web site at http://education.uregina.ca/employment or contact Edie Hilts at (306) 585-4500 or fax (306) 585-5330.

Applicants should send a current curriculum vitae and the names of three referees by March 1, 2001 to Dean Margaret McKinnon, Faculty of Education, University of Regina, Regina, Saskatchewan, S4S 0A2.

Appointments will be made subject to budgetary clearance.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents



An Integrative e-Commerce Research Agenda

Bell Canada Enterprises (BCE) Chairs in

Montreal, Canada

Applications are invited for up to three newly established Bell Canada Enterprises (BCE) Chairs in e-Commerce, with the possibility of an additional University funded junior Chair in this same domain. It is the wish of both BCE and MCSill University that these Chairs should become a cornerstone of teaching and research on e-commerce at McCsill University, in close cooperation with the Laboratoires Universitaires Bell.

Thrust of this Research Effort

The Chars will reinforce the research already being conducted by numerous scholars in various Faculties, so as to ensure that the critical mass of research capacity is created. E-commerce research at McGill University is highly innovative and is based on an integrative

approach that brings together scholars from various disciplines, particularly computer science, economics, law, management, and psychology. The thrust of this research effort is to develop an in-depth, multi-level understanding of facets of e-commerce that are of high social and managerial significance, and to provide privileged settings for theoretical development in areas that are related to ongoing research at McCrift.

Four themes

Four themes are given priority in developing this integrative research agenda and are the focus of the Chairs. Applicants are encouraged to consult the McGill e-Commerce web page for more details at www.mcgill.calvpacad.

Cryptography, Privacy and e-Cash

Cryptography, Privacy and e-Cash. The subects privileged in this area will be issues ralated to the devalopment of cryplography and electronic cesh that would perfect the security, the privacy, and the immediacy of transactions Candidates with some industrial experience ele-preterred, but with a strong backgood in experience cele-preterred, but with a strong backgood in experience ele-preterred, but with a strong backgood in experience ele-preterred, but with a strong backgood in experience ele-preterred, but and experience ele-preterred ele-

e-Governance
The subjects privileged in this area will be the norms, standards and legal regimes covering areas from laxation to Intellectual properly that will govern firms in their external and internal relations as they perfain to the electronic marketplace. The successful candidet should be on internationally recognized scholar with expertise in the current legal and economic issurfuendine, lestorina commerce. Sheftle should provide intellectual teadership on cooking the should provide intellectual teadership on the cooking the should provide officiency and privacy, internet property rights, electronic values, essignment of legal teability in electronic relations, and taxelton and public goods issues of e-commerce. The affisiation of the

successful candidate will most likely be the Faculty of Law, which has excellent facilities for interdisciplinary research through its links with rolladd ecodemic departments and faculties, such sold accommiss and Manegement, all McGill and other universities in Montreal

e-Consumer Psychology and e-Brands
The subjects privileged in this area will be the psychology of the econsumer as she moves ellong the search/purchasel consumption process, and the translation of this knowledge into activate the process of color markets in order to build strong brand equity. Candidates should be recognized schools activate the control of the color process of the control of the color process of the color process and be interested in the epitication of such research to e-commerce I. Behaviour (e.g., behavioural diction through interested in the epitication of such research to e-commerce I. Behaviour (e.g., behavioural market process and categorization, embotics, consumer experience and sastsfaction, human computer interaction; II. Quantitative Analysis (e.g., mathematical models of choice, analyzing multidimarzoned disastest, re-interaction and generative neural systems, montheas the commerce of the control of

sirengths within these broad domains are product and brand perception and evaluation, consumption emotions and assistation, time sains analyses, models of consumer preference and choice, individual and group decision-making. The efficiation of the successful cendidate with most likely be the Oegantiment of Psychology and/or the Psaculty Management (Maneling), which both have excellent labelles for interdisciplinary research and have strong links with reblied ecademic departments all McGill and other universities in

(4) e-Commerce: The Firm and the Market

e-Commerce: The Firm and the Market
The subjects privileged in this received be the information technology-induced changes in organizational structure, strategic behaviour, and dynamics at the firm and merket, levels. Cendidates should exhibit expenses in the development, unplementation and management of information systems and on liferest in the economics of e-committee Preference with be given to candidates with a background enterest include this in the field of industrial that background interests include the mode on the organizational structure of the firm, strategic behaviour, and on barriers to entry. The affailation of the successful candidate will most likely be the Finality of Management, which has excellent feedings in retredisciplinary research through its -links with related ecademic departments and feedilises for interdisciplinary research through its -links with related ecademic departments and feedilises for interdisciplinary research through its -links with related ecademic departments and feedilises for interdisciplinary research through its -links with related ecademic departments and feedilises for interdisciplinary and of the universities in Montreal.

Position Start Dates

The anticipated starting date for each position is September 2001.
The University encourages applications from all outstanding candidates with demonstrated interest and expertise related to any of the above four profiles. In particular, the primary and (as appropriate) secondary affiliations of the Chairs to Facutites and Departments at McCill will be determined in part by the qualifications and expressed desires of the applicants.

Applicant Requirements & Application Deadline

Applications are invited at both a senior and junior level in all four areas described above Applicants should have an established record of significant research productivity (senior positions) or present easily evidence of the ability to establish such a record (junior positions), as well as an aptitude for undergraduate and graduate teaching

The deadline for receipt of completed applications is March 1st, 2001
Applicants should arrange for three confidential letters of recommendation to be sent to the address below. A curriculum vitacy description of current and proposed areas of research, selected reprints of published or in press research articles (two copies of

each), a description of areas of teaching competency, interest, and approaches, and other relevant material, should also be sent to

Contact Chair, e-Commerce Search Committee of James Administration Building, Room 506 845 Sherbrooke St. West Montreal (Duebec) H3A 2T5 canada

Telephone" +1 (514) 398 4177 Fax. +1 (514) 398 4768 e-mail: claudine@ums1.lan.mcgill ca

Immigration &

in eccordance with Cenedien immigration requirements, this edvartisement is directed in the first instence to Cenadian citizens end permanent residents of Ceneda.

McGill University encourages applications from ell qualified candidates and is committed to equity in employment.

Concordia University's Faculty of Arts and Science

A Brilliant Choice

Our Faculty of Arts and Science is continuing to rebuild its professorial ranks at an unprecedented level. We are looking for up to 57 assistant professors and lecturers to join our dynamic Faculty for full-time, limited-term appointments for the 2001-2002 academic year.

APPLIED HUMAN SCIENCES

APPLIED HUMAN SCIENCES
Our Department of Applied Human Sciences
mives applications for up to three Imitted-term
appointments. The ideal candidates will teach in at
least two of the following areas: human systems
development/intervention; large systems change
and process consultation; quantitative and/or qualitative research methods; leadership effectiveness;
and group process theory and skills. Applicants
must have a doctorate in a relevant social science
discipline. French proficency is desarable. This new
multi-disciplinary department includes a gaduate
program in Human Systems in Human Relations,
Leisure Sciences, Theorybutic Recreation, Family
Life Education and Community Service.
Dr. Randy Swerdburg.
Chail, Department of Applied Human Sciences
swed@wasZconcordia.ca

BIOLOGY
Our Department of Biology invites applications for up to three limited-term appointments in the following areas: 1) introductory biology; 2) organismal biology and cellogy; 3) molecular biology and cellogy; 3) molecular biology and cell biology. Applicants should have a PhD in a relevant area, as well as prior teaching experience at the university level. The position in molecular and cell biology requires extensive involvement in the design and implementation of laboratory courses in consunction with Departmental technical staff.

Dr. C. Capples,
Chair, Department of Richons. Dr. C Cupples, Chair, Department of Biology

biochair@alcor.concordia.ca

CHEMISTRY AND BIOCHEMISTRY

Our Department of Chemistry and Biochemistry invites applications for one limited-term appointment to teach general chemistry and/or higher level ment to teach general chemistry and/or higher level courses in their primary area of expertise. Applicants should have a PhD and a strong commitment to undergraduate education. The individual will be expected to participate in undergraduate laboratory supervision and may also be called upon to take part in curriculum development.

Dr. Marcus Lauvence, Chain, Department of Chemistry and Biochemistry marcus@dalum.concordia.ca

COMMUNICATION STUDIES

COMMUNICATION STUDIES

Our Department of Communication Studies invites applications for up to three limited term appointments to teach in one or more of the following areas, depending upon departmental needs; Media Production (Television); Basic Writing for the Medias Media Law and Admunistration; Broadcasting Policy in Canada Advertising. Advanced Scriptwritings and Feminist Theory. Applicants must hold a PhD in Communication Studies or a terminal degree in a cognate field. Related teaching experience is sesential. Principal responsibilities will include teaching at the BA. Graduate Diploma and MA levels.

Dr. Martin Allor, Chair, Department of Communication Studies.

Dr. Martin Allor, Chair, Department of Communication Studies, allor@vax2.concordia.ca

ECONOMICS

Our Department of Economics invites applications for up to three limited-term appointments to teach at the undergraduate level in several of the follow-ing areas: Principles, Statistics, Micro- and Macroeconomics, International, Development and Public Economics, Applicants must hold a completed or near-completed PhD.

Dr. ian irvine, Chair, Department of Economics irvinei@vax2.concordia.ca

EOUCATION
Our Department of Education invites applications for up to four limited-term appointments to teach in the areas of Information Studies, Adult Education, Educational Studies (including courses in the philosophy, history and politics of education), and Educational Technology. For the positions in Information Studies and Educational Technology, applicants must have a completed or near-completed PhD. A knowledge of French will be considered an asset for each position.

Dr. Richard Schmid, Chair, Department of Education schmid@education.concordia.ca

ENGLISH

Our Department of English invites applications for up to three limited-term appointments in the areas of Eighteenth Century Literature, American Literature, and Composition. Candidates for the appointment in Eighteenth Century Literature should have competence in the drama, portry and prose of English literature, 1660-1800. Candidates for the appointment in American Literature should have competence in all periods of American literature and be able to teach prose, poetry and drama. Applicants must have a completed or very nearly completed PhD: successful teaching experience is highly desirable, as are scholarly publications. Candidates for the appointment in Composition should have a completed or very nearly completed PhD in Literature or Rheioric. Considerable experience teaching composition at all levels and experience and the composition and all levels and experience and the composition and all levels and experience are composition at all levels and experience are composition at all levels and experience are composition and all levels and experience are composition at PID in Literature or Kneions. Configuration experience caching composition at all levels and experience in managing a university-level composition program are requirements. Familiarity with Professional Writing programs is an asset.

Prof Terence Byrnes.
Chan, Department of English byrnes@alcor.concordu.ca

ÉTUDES FRANÇAISES

ETUDES FRANÇAISES

Le Département d'Études françaises sollicite des candidatures à trois postes éventuels, à durée déterminée. Les qualifications recherchées sont, selon le poste, un diplôme de deuxième ou de troisième cycles, une expérience diversifiée de l'enseignement, l'aphitude au travail d'équipe et une connaissance du milieu. Les candidate-es retenu-e s enseigneront au premiter cycle, travailleront ne équipe et participeront ponctuellement à l'administration des programmes. Deux postes au range de charé-eticiperont ponctuellement à l'administration des programmes. Deux postes au rang de chargée d'enseignement du de professeur-e adjoint-e en enseignement du fançais largue seconde l'un orienté vers la didactique et le multimedia, l'autre orienté vers la phonétique, la phonólogie prosodique et le multimédia. Il poste de même rang en traduction est ouvert à toute personne apte à enseigner la traduction générale, connaissant ben la TAO, et au fait des industries de la langue. Madame Luce Lequin, Ditectrice de département d'Etudes françaises lequim@vaz2.concordin.ca

EXERCISE SCIENCE

EXERCISE SCIENCE

Our Department of Exercise Science invites applications for up to two limited-term appointments in the following areas: (1) lifestyle Behaviour and Social Psychological Issues of Health and Physical Activity; (2) Issues in Personal and Community Health and Fundamentals of Health and Physical Activity; Applicants must have a relevant degree (preferably a PhD), as well as teaching experience at the University level.

The William R. Sellers

Chair, Department of Exercise Science bastlewaye. Comordia.ca

Our Department of Classics, Modern Languages and Linguistics invites applications for one limited-term appointment to teach in the area of German, term appointment to teach in the area of German, with an emphasis on literature since 1950 and the history of theatre. Other teaching responsibilities may include translation and German for business. Applicants must hold a PhD and be fluent in English and German; prior teaching experience at the undergraduate level is an asset.

Dr. Cotherine Vallejo
Chain, Department of Classics, Modern Languages and Linguistics vallejo@alcon.concordia.ca

HISTORY
Our Department of History and our Liberal Arts
College invite applications for a joint, limited-term appointment in European Intellectual History.
Candidates must be able to teach seminars in 18th-20th Century Western Civilization and Culture in the College's multi-disciplinary Great Books core curriculum, as well as basic European surveys in the History Department, and a second-year course in

European Intellectual History. Applicants should have a completed or very nearly-completed PhD. Prof. Harvey Shulman Principal, Liberal Arts Callege shulhar@vax2.concordia.ca

shulhardewax.concordia.ca

HISTORY AND PHILOSOPHY
OF SCIENCE
The Faculty of Arts and Science invites applications for one limited-term appointment in the History and Philosophy of Science. The successful candidate will teach in several of the Faculty's academic units, likely including the Department of History, the Department of Philosophy, Science College and the Liberal Arts College's multi-disciplinary Great Books core curriculum. Applicants must hold a PhD in the area, some publications and concentration on the modern period. Applicants must have appropriate scientific formation and a willingness to participate in general education initiatives emanating from Faculty priorities.

Dr. Martin Singer,
Dean, Faculty of Arts and Science
managed Fouzzi.concordia.ca

JOURNALISM
Our Department of Journalism invites applications for one limited-term appointment in Computer-Assisted Journalism (including courses in Desk-top Publishing, Web-site Design and On-line Magazine Publishing). Duties vill also include supervision of two computer labs and a teaching assistant. Applicants must have a graduate degree in a relevant field and at least five years of work experience as a professional journalist. Teaching experience at the university level is an asset.

Prof. Enn Raudsepp
Director, Department of Journalism raudhen@vax2.concordia.ca

raudhen@vax2.comordu.ca
LIBERAL ARTS
Our Liberal Arts College invites applications for one limited-term appointment in its multi-disciplinary Great Books core curriculum. The candidate will teach in our "Modes of Expression and Interpretation" seminars, which run across Antiquity to the present. These courses include materials in literature, philosophy, and religion, with an emphasis on the literary tradition. The ideal candidate, rooted in a discipline, must be competent to handle these seminars. Applicants must have a Ph.D. as well as experience in, and commitment to, this vision of education; and a record of publication. record of publication. Prof. Harvey Shulman Principal, Liberal Arts College shulhar@vax2.concordia.ca

MATHEMATICS AND STATISTICS

MATHEMATICS AND STATISTICS
Our Department of Mathematics and Statistics invites applications for up to five Imited-term appointments to teach courses in the areas of Analysis, Numerical Analyses, Optimization, Probability and Statistics, and Engineering Mathematics. Applicants must have a PhD and proof of excelent teaching ability. Dr. Inel Hillel,

Chair, Department of Mathematics and Statistics math.chair@discrete.concordia.ea

Our Department of Philosophy invites applications for one limited-term appointment, for a specialist in Cognitive Science, with competence in logic. Applicants must have a PhD and should include writing samples with their application.
Dr. Murray Clarke,
Chair, Department of Philosophy
murc@vax2.concordia.ca

POLITICAL SCIENCE

POLITICAL SCIENCE
Our Department of Political Science invites applications for up to six limited-term appointments to teach introductory Political Science courses, including Introduction to International Relations, Introduction to Canadian Government and Politics, and Introduction to Political Theory. In addition, senior undergraduate courses which might be available are Chinese and lapanese Politics, American Foreign Policy and U.S. Politics. Applicants must

hold a PhD; good teaching and research experience is an asset. Dr. Reeta C. Treinblay. Chair, Department of Political Science

PSYCHOLOGY

PSYCHOLOGY
Our Department of Psychology invites applications
for up to five limited-term appointments.
Applicants should possess a PhD or equivalent and
must be prepared to teach undergraduate courses
in one or more of the following areas: introductory psychology, social psychology, personality, develop-mental psychology, learning, motivation and statistics

Statistics.
Dr. June Chaikelson,
Chair, Department of Psychology
chaikel@vax2.concordia.ca

RELIGION

RELIGION
Our Department of Religion invites applications for up to two limited-term appointments, one in Judaic Studies and the other in Hindu Studies. Applicants for the Judaic Studies position should hold a PhD in Judaic Studies or Religion and have expertse in the history of Judaism and the appropriate language skills. Prior teaching experience is required. The ability to teach in the area of Christianity or other religions and familiarity with the comparative study of religions will be considered assets. Applicants for the Hindu Studies positions should hold a doctorate and have expertise in both the religious and philosophical aspects of the Hindu tradition, as well as familiarity with Hinduism throughout its historical development. Knowledge of the texts and relevant language profidency are required, as is experience and skill proficiency are required, as is experience and skill in teaching.

Dr. Leslie Orr

Chair, Department of Religion

SOCIOLOGY

Our Department of Sociology and Anthropology invites applications for up to four limited-term appointments to teach in Sociology. We are particularly interested in candidates with teaching and research strengths in one or more of the following areas: theory, subjectivity and socialization, culture and representation, inclusion/exclusion, methodology, macro-sociology and crime, justice and law, A PhD is preferred; knowledge of French is an asset. Dr. Anthony Sungat. Dr. Anthony Synnott, Chair, Department of Sociology and Anthropology

TESL CENTRE
Our Centre for Teaching English as a Second
Language (TESL) invites applications for up to
three limited-term appointments in TESL/applied
linguistics. Applicants must have scademic training
and/or recent professional experience in at least two
of the following areas: ESL teaching methods and
student-teacher supervisional inguage assessment:
blingualism and sociolinguistics; English grammar
and benoalogue; however. ounguaism and socioniquistics; legisis grammar and phonology; language equisition; and new technologies in language teaching. We are seeking candidates with a strong ESL/TESL background relevant to all aspects of the initial training of teachers primarily for the Quebec school system. Applicants must hold a relevant doctorate or master's degree, have an excellent command of English, and be proficient in Fereign. ficient in French.

Dr. Patsy M. Lightbown, Acting Ditectot, TESL Centre lightbu@vax2.concordia.ca

URBAN STUOIES
Our Department of Geography invites applications for one limited-term appointment in Urban Studies. Teaching responsibilities will include laboratory courses in urban design as well as other undergraduate courses in Urban Studies, Applicants must have a Masters degree or higher and relevant practical experience, as well as good analytical skills in planning and design. Dr. Patricia Thornton, Chair, Department of Geography thorpat@vax2.concordia.ca

The above positions are all full-time limited-term appointments, beginning August 15, 2001 and ending May 31, 2002. Hiring is subject to budgetary approval. These positions are normally at the rank of Assistant Professor or Lecturer. Candidates will be expected to teach three courses per semester. Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests and three letters of reference. Please forward all applications to the Department contact listed beneath the appropriate position. Review of applications will begin on March 15, 2001 and continue until the positions are filled. This advertisement is sunulnationally directed to Canadian current and permianent residents of Canadian of to non-Canadians. Under current Canadian inunggation guidelines, the dossiers of Canadian citizens and permianent residents must be examined in the first instance, after which the applications of others will be considered. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

e direct all general inquiries about the Faculty to Dr. Martin Singer, Dean of the Faculty of Arts and Science Telephone (514) 848-2081; e-mail: msinger@vax2.cone

Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Qc. H3G 1M8. Internet: http://artsandscience.concordia.ca



Real education for the real world

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ASTRONOMY & PHYSICS

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with disabilities, members of visible minorities, and Abariginal perons.

THE UNIVERSITY OF BEIONISCH — Biological Sciences. The Great takes Institute for Environmental Research (GLIER) at the University of Window minet application for a tenure-track position (rank open) in Biological Sciences in Commencing July, 1, 2001. For details will our website at www.mindoccardiscalippositions Contact. Dr. Hugh. J. Medisaca, Toology Search Chair, GULER, University of Windoc; Windoc; ON, 1989, 374, 161: 1952-33000, ear. 12722, lax 519 971.3616; emails gluer@windocca.

BIOLOGY

DALHOUSE UNIVERSITY — The Department of Biology mates applications from outstanding candidates to develop a proposal for a Tier (Grada Research Chair, This will be fall thine, tenutertiack position at the same of Assignant stoom as My L. 2001. This position is part of a collaboration between Dalhouse University and the Department of fisheres and Oceans. This callaboration is intended to foster high produce, collaborative research and antiquities results of significant value to understanding and

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UNIVERSITY OF REGINA DEPARTMENT OF THEATRE

Pending budgetary approval, applications are invited for a tenure track appointment at the rank of Assistant Professor, for a specialist in voice and acting to commence July I. 2001. The successful applicant will be required to teach all levels of voice and acting in the department, direct department productions as required, and accept other teaching and administrative duties as assigned. Applicants should have an M.F.A. in Theatre or equivalent qualifications, and an active record of significant experience in teaching and/or professional theatre. Additional strengths or interests in one or more of the following areas would be considered an asset: television and film performance, styles of performance, alternative/experimental performance methods, collective performance, and movement. and movement.

Please submit applications with curriculum vitae, a copy of all university transcripts, and the names of three referees who have been asked to send letters by March 15, 2001 to: Kathryn Laurin, Dean, Faculty of Fine Arts, University of Regina, Regina, Saskatchewan

The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Canadian Aboriginal people, persons with disabilities, members of visible minorities, and women are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. residents



The UNIVERSITY of WESTERN ON TARIO

Director, School of Occupational Therapy

Applications or nominations are invited for the positron of Director, School of Occupational Therapy, Faculty of Health Sciences, Applicants must have a commitment to qualify graduate teaching, a strong research record, and administrative experience. The successful candidate must held a PhD, be eligible for appointment at the rank of Associate Professor or Professor, be eligible to practice as an occupational therapist in Ontario and be eligible for registration by the Canadian Association of Occupational Therapista. The selected candidate is expected to show leadership in teaching and research

teaching and research Occupational therapy, which began as an undergraduate degree program at The University of Western Ontario in 1970, now encompanies a M.Sc. research-orientated program, M.C.I.Sc. professional-orientated program and an interdisciplinary PhD in Rehabilitation Sciences. The School, which developed the first masters entry-level professional program in Canada, is progressive, with a strong commitment to the development of occupational therapy as an academic discipline. Our unavoxative programs are organized around the cancept of occupation, providing students ample opportunity for self-directed learning, development of clinical reasoning skulls, and application of evidence-based practice methods. We have very dynamic faculty who are dedicated to providing the highest quality education for our students at all levels and the development and dissemination of knowledge in our profession. Faculty research interests include motor learning, cognitive development, bomechanics, psychosocial rehabilitation, ergonomics, assirstive technology and outcome measurement. More information about the Faculty of Health Sciences and the School of Occupational Therapy is available on our webster www.uww.ca/fbs/.

The effective date of the appointment is July 1, 2001 and is normally for a five-year term, renewable once. Nominations and applications including curriculum vitee, names of three referees which will be regarded as confidential until interview candidates have been determined for both internal and external candidates are required by March 16th, 2001 and should be submitted to:

Dr. A. N. Belcastro, Dean Faculty of Health Sciences Health Sciences Addition, Room H124 The University of Western Ontario London, Ontario, Canada N6A 5C1

Positions are subject to budget approval. Canadian Citrzens and Permanent Residents will be considered first for this position. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, visible minorities, aborginal persons and persons with disabilities.



Dalbousie University **QEII Health Sciences Centre** Respirologist



The Division of Respirology, Department of Medicine Dulhousie University, and the QEII Health Sciences Centre, invite applications for a full-time academic Respirologist for July 2001. Applicants require FRCPC certification in Internal Medicine and Respiratory Medicine (or equivalent) and must be eligible for specially licensure in Nova Scotia. The successful applicant will provide both in-patient and outpatient clinical service in an academic setting. Participation in undergraduate and postgraduate education is expected. Experience or special training in sleep medicine, lung cancer, occupational lung disease, sleep disorders, lung transplantation, the epidemiology of respiratory disease, or critical care would be an asset to our group. Other interests that complement those of a Division would also be considered.

Academic rank commensurate with experience. Competitive salary system within an Alternative Funding Plan.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian entizens and permanent residents. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified Abongunal Peoples, persons with disabilities, racially visible persons, and women. Send your Cuniculum Vitae and the names of two references to:

Dr. Dennis Bowle Head, Division of Respirology Room 4478, Hallfax Infirmary Site, Queen Elizabeth il Health Sciences Centre, 1796 Summer Street Hallfax, NS B3H 3A7 Telephone: (902) 473-6611

Applications will be accepted up to 30 days from the date of this advertisement

ASSISTANT **PROFESSOR** ANTHROPOLOGY **PROGRAM** TENURE TRACK **Position**

UNBC UNIVERSITY The Anthropology Program is seeking to fill a tenure-track position in saciof-ultrual archinopology at the Assistant Professor level. Demonstrated strength in theory and method is required. Topical and areal specialities are open although it is our intent not to duplicate existing strengths. We cauently have individuals specialized in archaeology, biological anthropology, and social anthropology with expertise in indigenous studies, Russian studies, nationalism, ethnicity, calonization, and material culture. We are looking far on individual who will provide additional areas of expertise that complement and extend these existing strengths. The individual should be camfortable teaching and conducting research work within a multi-disciplinary environment.

We are looking for an individual with a campleted or nearly campleted Ph.O. The oppointment will start an July 1, 2001.

Please forward you curriculum vitoe and the names and addresses at three relevances (including telephone and fax numbers) to: Dr. Deboroh Poff, Vice President (Academic) & Provast, University of Northern British Columbia, 3333 University Way, Prince George, 8C, V2N 429. Fax: (250) 960-7300. Please direct inputies to Dr. Jim McDonold, at (250) 960-6688. Email: mcdonold@unbc.co. Applications seeined before March 1, 2001 will seeine full consideration, but opplications will be accepted until the position is filled

Fai maie information, visit our Web site: www.unbc.ca

In occordance with Canadian Immigration requirements, pronty will be given to Canadian Citizens and permanent residents of Canadia. The University of Morthern Bartish Calumbia is committed to employment equity and encour



OF NOMINEN

ACADIA

University Librarian

Acadia University invites nominations and applications for the position of University Librarian. Founded in 1838, Acadia University, a primarily undergraduate university with masters programs in selected areas, has an excellent reputation for high quality and innovation in its programs. Committed to a strong teaching mission complemented by research and service, Acadia a student centered, residential campus serving primarily full-time students. The University Library plays an important role in the Acadia Advantage initiative that integrates learning technologies throughout undergraduate programs.

Responsibilities
The University Librarian reports to the Vice President Academic and serves on
the Academic Sector Planning Committee. The University Librarian provides
vision, leadership and resources for experienced and knowledgeable librarians
and staff members including the University Archives. The University Librarian
is expected to lead the development of a strategic vision for the Library working
creatively and cooperatively with the Acadia Community.

- creatively and cooperatively with the research (Qualifications)

 MLS (additional advanced degree desirable)

 All least five years' administrative experience, showing progressive research libraries preferred by in library administration (academic or research libraries preferred by the library administration of the preferred by the library management, especially as they pertain to the Acadia Advantoge initiative.

 Excellent oral and written communication wills

 Successful budgetary management skills and commitment to development of private/external support

Applicants should submit a letter of application, curriculum vitae, and the names, addresses, telephone numbers and fix numbers (if available) of three references to P. Mitchael Leiter, Wice-President (Acadam), Acadia University, Wolfuille, NS BOP IXO. 7cl: 902-585 1357. Fax: 902-585 1083.

Wolfville Nova Scotia

Evaluation of applications will commence February 28, 2001. The competition will remain open until the position is filled.



Dalhousie University Medicinal Chemistry, College of Pharmacy **Assistant Professor**

Applications are invited for a full time probationary tenure-track position in Medicinal Chemistry at the assistant professor level. Increased enrollment has resulted in this opportunity at the College of Pharmacy, Dalhousie University. A PhD in medicinal chemistry or a related field, or a PhD near completion, is required. Relevant teaching and post-doctoral research expenence are desirable, as is a degree in pharmacy.

The College is in its last year of implementing a clinically oriented, problem-based learning curriculum. The successful applicant will be expected to provide some lectures and to serve as a tutor and "discipline expert" as appropriate. The individual will also be required to actively participate in the development of problems/cases which integrate the base sciences and pharmaceutical sciences with clinical practice and pharmaceutical care. Demonstrated creativity and innovation are definite assets.

Protected research time is a component of assigned faculty workload. There are excellent opportunities to participate or collaborate in pharmaceutical, biomedical and health research within the University, affiliated teaching hospitals, and research institutes in the metropolitan

The successful candidate will also participate in College, Faculty and University committees and continuite to scholarly activities and Continuing Pharmacy Education programs in the College, and other professional service activities. The College of Pharmacy is one of nine schools within the Faculty of Health Professions. Dalhousie University is located in Halifax, Nova Scotta, a small histone, and culturally active city located in a province with substantial lifestyle advantages such as music, theater, festivals, ocean beaches, sailing, hiking and campine.

Applicants should submit a cover lener stating qualifications and abilities, a curriculum vitae, and the name, address, phone number, and e-mail address (if applicable) of three

Chair, Appointments Committee College of Pharmacy 5968 College Street Dalhousie University Hallfax, Nova Scotla, CANADA, Bast 335 Eux (202) 494-1396 E-mail: pat.farmer@dal.ca Web site address: www.dal.ca/pharmacy

Consideration of applications will begin on or about February 28, 2001

Subject to budgetary approval and in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian critzens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women.

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MCGIL L'AIVERSETTY — Escrity of Manages.

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FACULTY POSITIONS MECHANICAL & INDUSTRIAL ENGINEERING

The Department of Mechanical and Industrial Engineering at the University of Manitoba invites applications for full-time, tenure-track faculty positions in the areas of:

One Position in Manufacturing and Production Engineering with an expertise in one or more of the following fields: manufacturing piccess-s and technology; modelling and analysis of manufacturing systems; and operations management, Industrial experience in related area is desirable. Opportunities exist for collaboration with colleagues working in the following areas: CADICAM/CIM, systems integration, robotics and teleoperation, automatic controls, process planning, and virtual reality in manufacturing environments.

One Position in Thermofluids with proven research expertise in the area of thermal sciences. Desirable areas of research interest include convective heat transfer and multiphase flow; however, the search is open candidates with experience in other areas of thermal sciences. Opportunities exist for collaboration with colleagues working in the following areas: two-phase flow; condensation, solidification, boiling, multiphase flow in porous media, turbulent convection, and CFD.

One Position in Fluids with proven research expertise in the area of fluid mechanics. Desirable areas of research interest include turbulence and unbomachtinery performance, however, the search is open to candidates with experience in other areas of fluid mechanics. Ability to teach furbulence at the graduate level will be expected. Opportunities exist for collaboration with colleagues working in the following areas: sub bomachinery performance, aerodynamics, flow-induced vibilations, and CFD.

Candidate should show evidence of strong interest and ability in teaching and research.

The appointments will be at the rank of Assistant Professor. The starting date for these positions is July 1, 2001, or shortly thereafter.

Candidates must have a PhD degree in a field related to the required areas of specialization and be eligible for membership in the Association of Professional Engineers and Geoscientists of the Province of Manitoba. The duties of the successful candidate will include undergraduate and graduate teaching in the area of his/her specialty, supervision of graduate students and the development of an active, externally funded research program. Ability to interact with industry would be an asset.

search program. Ability to interact with industry would be an asset. The Department of Mechanical and Industrial Engineering is responsible for two fully-accredited undergraduate programs (Mechanical Engineering and Industrial Engineering) and an option in Aerospace Engineering. The Department will be introducing a new program in Maurifacturing Engineering to replace industrial Engineering (Scheduled start date September 2001). The Department is very active in graduate teaching and research at the M.Eng., M.Sc. and PhD levels. Currently, there are two MSEK industrial chairs (one senior and one junior) established in the area of Aerospace Materials. The Department has identified advanced manufacturing as its focus to which all areas of expertise can conti bule. The Compartment complies 20 academic staff (plus future appointments), 12 department complies 20 academic staff (plus future appointments), 12 department complies 20 academic staff (plus future appointments), 12 department complies 20 academic staff (plus future appointments), 12 department complies 20 academic staff (plus future appointments), 12 department complies 20 academic staff (plus future appointments), 12 department complies 20 academic staff (plus future appointments), 12 department complies 20 academic staff (plus future appointments), 12 department complies 20 academic staff (plus future appointments), 12 department complies 20 academic staff (plus future appointments), 12 department complies 20 academic staff (plus future appointments), 12 department complies 20 academic staff (plus future appointments), 12 department complies 20 academic staff (plus future appointments), 12 department complies 20 academic staff (plus future appointments), 12 department complies 20 academic staff (plus future appointments), 12 department complies 20 academic staff (plus future appointments), 12 department complies 20 academic staff (plus future appointments), 12 department complies 20 academic staff (plus future appointments), 12 department (plus future appo

The University of Manitoba encourages applications from qualified wo-men and men, including members of visible minorities. Aboriginal peo-ples, and persons with disabilities in accordance with Canadian Immi-gration requirements, ponity consideration will be given to Canadian citizens and permanent residents.

Applicants should send a resume, the names and addresses of at least these references and a one-page statement of research and teaching goals. Please submit all materials to Professor 5. Balakrishnan, Chair of the Search Committee, Department of Mechanical and Industrial Engineering, University of Manitoba, Winnipeg, Manitoba, Canada R31 5V6; Phone (204) 474-9803 (or 474-6540); Fax (204) 275-7507. All e-mail enquiries should be sent to vyas@msunanitoba.ca to the attention of 5. Balakrishnan. Please do not submit applications by e-mail.

Applications will be accepted until April 1st, 2001

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CHEMICAL ENGINEERING

festor level at the University of New Economics in Federican Candidates should have a PhOIn chemical engineering, or a related discipline, and a strong commitment to teaching and research industrial expenence in desirable although not extend the research and though the extendit. The strong had molisization of an aphenoment of the processing the strong had molisization of an aphenoment and extend the current areas of desirable although the extent to which a candidate's research interests complement and extend the current areas of distributions of the department will also be considered Materials-remizionment interestions, particularly and the department will also be considered Materials-remizionment interestions, particularly and the department will also be considered Materials-remizionment interestions, particularly and the particular should be contacted in contact of nuclear reaction and particularly and the particular should be contacted in contact of nuclear reactions and the numers and addresses of the department of Chemical Engineers. The contact of nuclear and the numers and addresses of these reference. Coloning data: 2001 January 31st. In accordance with Canadian Immigration regulators, this address of temployment equity.

CHEMISTRY

CHEMISTRY

THE UNIVERSITY OF GUELPH — Oppartment of Chemistry and Blockemistry mixes applications for a full time tenure track pointing at the rank of Assistant Prolesser in the area of Inorganic Chemistry, All areas of Inorganic Chemistry, All Chemistry,

of Guelph is committed to an employment equity program that Includes special measures to achieve diversity among its faculty and staff We therefore particularly encourage applications from qualified aboriginal Canadians, per sons with disabilities, members of visible minorities expenses.

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WINEASTIY COLLEGE OF THE CARBOO —

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ment is subject to the availability of fords.

THE UNIVERSITY OF WATERLOOD. THE DE-partment of Chemistry, Search extended: in-text applications for a faculty position in Bio-chemistry, Individuals with expertise in any area of modern biochemistry are encouraged to ap-ply. The successful candidate will be expected to extrabilish a vigorious and inde-pendent research program and teach graduate and undergradu-te biochemistry courses it is achiefulated that

CALGARY

this appointment will be made at the level of Assistant Trofessor, but senior level candidates may also be considered. Inquiries and applica-tions should be directed to. The Chair, Depart ment of Chemistry, University of Waterloo, Wa-terloo, Ortano Canada REZ, SGT. Applicants should be offered to consider the senior of the consideration of the curriculum visite a research should be considered to the consideration of the consideration of the consideration of the consideration of the three letters of recommendation from professional references to armore before February 1, 2001. Additional information concessing the department and the University of Waterloo can be found at http://do.borg.awaterloo cachem inty. Tan position is available to applicants of any adhorably, however, in accordance with significant of Canada. The University of Waterloo the govern to Canada. The University of Waterloo concurses a polipactions from all qualified indi-viduals, including women, members of visible abilities. This appointment is subject to the avail-abilities. This appointment is subject to the avail-abilities. The conservation of the conservation of the adolessing of times.

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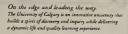
CONCORDIA UNIVERSITY — The Faculty of Arts and Science, has one limited-term ap-pointment available in the area of general chemistry. Please see our full-page display ad in this issue.

COMMUNICATION STUDIES

COMPARATIVE LITERATURE

COMPARATIVE LITERATURE
UNIVERSITÉ DE MONTRÉAL — Le Cépartement de l'Interature comparé de la Facilité des arts el des soeness recherche une professure ajoun professur ajoun en intérature comparé avec une spécialisation en literature comparé avec une spécialisation en literature comparés avec une spécialisation en literature comparés entre le CEFASE (http://www.tras.université de l'Augustion de l'étudiants aux cytles supériours, participation au fonction aux cytles supériours, participation de futudiants aux cytles supériours, participation en literature et culture chinoses avec des connaissances élemènes literature et culture chinoses avec des connaissances élemènes l'intérature et culture le connaissance et monte de l'abustine et de container des connaissance et niemes et medias d'unions et l'auterne et de l'auterne d'une le domaine. Die connaissance et niemes et medias d'unions et l'auterne et de l'auterne d'une d'unions de la langue française ainsi que du chinosis arrapeure de dynamine de container des containes de la langue française ainsi que du chinosis arrapeure de dynamine de container des culternes l'unions de la langue française ainsi que du chinosis arrapeure de dynamine de container des culternes l'unions de la langue française ainsi que du chinosis auternes de la langue française ainsi que du chinosis d'unions de la langue française ainsi que du chinosis d'unions d'u

Assistant Professor in English Creative Writing



The Department of English invites applications for a tenure-track position in Creative Writing at the rank of Assistant Professor, effective 1 July 2001.

We are seeking a writer who is prominent in Canadian letters, and who has a demonstrated commitment to the craft of writing, a strong record of creative publication in book form or equivalent, and a deep interest in teaching and graduate supervision

While a PhD is not a requirement of the position, a graduate degree or equivalent professional experience would be an advantage. We are particularly interested in candidates who in addition to experience in teaching fiction and/or poetry, would bring expertise in other areas, such as non-fiction writing, critical writing, publishing, or writing for the Web.

The Department of English at Calgary is one of the most dynamic research and teaching departments in Canada, with thriving MA and PhD programs and a strong undergraduate program. We value and encourage diversity, including diversity of research and pedagogy.

Creative Writing has been designated as an "outstanding area of research strength* within the Department and the University. We offer a Creative Writing Concentration for undergraduate English students, an MA with a creative undergraduate engins students, an MA with a creative thesis option, and the only PhD with a creative thesis option in English Canada. The position we are currently offering is a new one and will increase our strength in the area. The Department is home to the creative journal dANDelion and hosts the prestigious endowed Markin-Flanagan Distinguished Writers Program, which comprises an annual

residency by a Canadian writer and extended visits by international distinguished writers. For more information about the Department, dANDelion, and the Markin-Flanagan Program, see our home page: http://www.ucalgary.ca/UofC/faculties/HUM/ENGL/

Applicants should send a curriculum vitae and sample republications, and should arrange to have three letters of reference forwarded directly, to: Murray McGillivray, Chair, Department of English, University of Calgary, 2500 University Dr. N.W., Calgary, Alberta T2N 1N4.

Only applicants whose dossiers are complete by 5 March 2001 will be considered.

In accordance with Canadian immigration requirements, pr will be given to Canadian critism and permanist residents Canada The University of Calgary respects, appreciates and

www.ucalgary.ca

L'Universijé de Moncfon, élabilssement de langue française en milieu acadien, recherche des candidatures alin de pourvoir le poste suivant :

Professeure ou professeur de droit (Poste temporaire de quatre ans)

La personne choisie enseignera principalement dans les domaines du droit international et du droit fiscal. Elle devra également démontrer une capacité à enseigner différents domaines du droit.

Nous recherchons des personnes possédant une maîtrise en droit (LL.M.) et une formation en common law (LL.B. ou l'équivalent). La préférence sera accordée aux détentires ou détentiers d'un doctoral ou de son équivalent. Enfin, la maîtrise de la langue française, tant à l'oral qu'à l'écrit, est essentielle.

Entrée en fonction et trallemeni : L'entrée en fonction est prévue pour le 1" juillel 2001. Les criféres selon lesquels le rang professoral et le traitement annuel sont établis sont définis par la convention collective.

Une description détaillée de ce poste, incluant les fonctions, tes exigences ainsi que la procédure à sulvre pour postuler, est disponible dans le site internet de l'Université de Moncton (campus de Moncton) à l'adresse sulvante : http://www.umoncton.ca/resshum.

Fermeture du concours : Les candidatures seront reçues jusqu'au 15 décembre 2000.

UNIVERSITÉ **DE MONCTON**

Un accent. sur le savoir

L'Université de Moncton souscnt à l'équité en matière d'emplor et encourage les candidatures de toute personne qualifiée, lemme ou homme, y compois les autochtones, les personnes handicapées et les membres des minorités visibles. Conformement aux ensponses relatives à l'immigration au Canada, ce corcours à adiresse aux citigrennes citigrens canadiens ainsi qu'aux personnés ayant obtenu le droit détablissement au Canada

AC-19 Faculty Positions Department of Ceramics

Situated in the rolling foothills of southern Alberta, Canada, Alberta College of Art & Design's superior facilities attract highly motivated and talented students from around the world. ACAD is one of the premier art and design degree granting education institutions in North America and currently invites applications for the following positions commencing in September 2001:

Permanent Full-Time Position in Caramics Applicants will be expected to deliver instruction at all levels of the undergraduate degree (B.F.A.) in Ceramics. The successful candidate with have an M.F.A. or equivalent educational andior professional experience, an extensive teaching and professional exhibition record as a Ceramis, excellent technical skills and wide knowledge of all aspects of the discipline, particularly with regard to the international Ceramics profes-sion. Specific expertise in the following areas would be an asset: ceramics sculpture, mold making and casting, the history of ceramics, wheel throwing, and clay and glaze technology. Currency in teaching methodologies and practices particularly with regard to new technologies is essential. Salary will be based on education and experience.

Visiting Artist in Ceramics (8 month contract for the 2001/2002 academic year)
This position will complement instructional resources with a contract load of 12 hours/
week per semester. Applicants will be expected to deliver instruction at all levels of
the undergraduate degree (B.F.A.) in Ceramics. The successful candidate will have an
M.F.A. or equivalent, an extensive teaching and professional exhibition record as a
ceramist, excellent technical skills and wide knowledge of all aspects of the discipline,
particularly with regard to the international Ceramics profession. Applicants with a
studio practice and teaching experience in the area of pottery and wheel throwing
ere sought. Access to equipment and facilities and personal studio within the program
area are available.

Application
Please indicate which position(s) you are applying for All applicants should submit
the following in support of their application: a letter of application; the names of three
references; a current curriculum witae; twenty slides of recent studio work; a statement
outlining teaching philosophy and practice

Applications for either position should be sent to the attention of: Human Resources, Alberte College of Art & Design, 1407 14th Avenue NW, Calgary, Alberta TZN 4R3, Fax (403) 289-6682

Applications will be eccepted until Merch 2, 2001,

Boll a spontiments will commence September 1st 2001. For more information on the College, plasse visit in education which commence is a state of the commence of the commence



THE UNIVERSITY OF BRITISH COLUMBIA

CANADA RESEARCH CHAIR DEPARTMENT OF CHEMISTRY

The Department of Chemistry of the University of British Columbia is seeking to nominate a Canadian Research Chair (CRC) Tier II assistant professor level starting 1 July 2001.

This appointment will be in the area of Atmospheric and/or Environmental Chemistry. This appointment is part of an initiative to enhance strength at U.B.C. In the general areas of sustainability and the environment. This position requires a PhD degree, postedeoral experience preferably, and a proven research track record. We are also interested in persons who currently hold an appointment at the rank of assistant professor. The successful candidate will be expected to each chemistry courses at the undergraduate and graduate level and to develop vigorous and creative research programs. The salary will be commensurate with experience.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

Applications should consist of a curriculum vitae, list of publications, summary of research tuterests, a detailed proposal, and the names and addresses of at least three references who will be contacted for letters of recommendation. The applicants should arrange for the complete application to be sent to:

Head, Department of Chemietry University of British Columbia 2036 Main Mail Vancouver, B.C., Canada V6T 121 or e-mailed to head@chem.ubc.ca

Closing date for applications is February 15th, 2001

COMPARATIVE POLITICS

COMPUTER SCIENCE

BROCK UNIVERSITY — The Department of Security Science (www.cosc.brocku.ca) in-

and K-compatible migrocomputers Applicants should have a PhD in computer science and are expected to establish a productive research program, and to assume a normal range of its experiment of a summe anomal range of its experiment. Applications should include a new program and the same and statement detailing our research plans, equipment needs and teaching ingreeted. Please ahe include the norms and addresses finduling e-mail of these refereat plans, equipment needs and teaching ingreeted. Please ahe include the norms and addresses finduling e-mail of these refereat plans, experiment a directed in the limit instance to Canada includes and permanent resident of Canada in Canada in comparation requirement, its adversishment as directed in the limit instance to Canada Brook Liberaria and permanent residents of Canada Brook Liberaria and permanent residents of Canada Brook Liberaria and permanent residents of Canada Brook Liberaria and permanent residents and the same and the same

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President Mount Allison University

Mount Allison University, founded in 1839, invites nominations and applications for the position of President and Vice-Choncellor. The committed and enthusiastic students, faculty, and staff are eager to work with an exceptional leader.

Mount Allison NIVERSIT

Mount Allison has been ranked number one in the primarily undergraduate category by Mac/ean's for ten can secutive years. The University has a tradition of academic excellence and leadership.

Mount Allison is an undergraduote liberal education institution, primarily residential, located in Sockville, New Brunswick. The University currently has 2,300 full-time students enrolled in undergraduote courses in Arts, Sociol Sciences, and Science. Degree programs include Arts, Science, Commerce, Fine Arts, and Music. The University has a total of 125 full-time faculty and 265 staff. The annual operating budget is approximately \$38 Million.

The President is the Chief Executive Officer of the University ond reports to the Boord of Regents. The President will work with faculty, staff, and students in a collegial and collaborative monner The successful candidate will be expected to implement recommendations of the recently developed university-wide strategic plan. He/she will represent the University effectively with governments and other constituencies external to the University

The condidate must have demonstrated the capacity for outstanding leadership, o dedication to on undergroducte liberal education, and a cammitment to the development of the whole person. He/she will have the acodemic credentials to ensure credibility os President of Mount Allisan. Candidates must have exceptional interpersonal and communication skills, as well as strategic management skills

The Seorch Committee will begin reviewing opplications in February. Applications and nominations should be sent to Mr. Jim Lundy at the Landmark Consulting Group. 25 Main Street West, Suite 2225, Homilton, Ontario, L8P 1H1 or to resumes@landmarkconsulting.org. Further information about Mount Allison is available at www.mto.ca



DEAN, FACULTY OF SOCIAL SCIENCES **Brock University**

One of Canada's most innovative universities is seeking a Dean of Social Sciences. Located in St. Catharines, in the beautiful Niagara Peninsula, Brock University has served its community and students from across the country since 1964 through a wide range of undergraduate and select graduate programs.

The ideal candidate is an experienced, effective leader with strong interpersonal skills who has the ability to foster excellence in research and Brock University teaching. A sophisticated and deeply felt understanding of the importance of both disciplinary and interdisciplinary Social Sciences education provides the background for energetic advocacy and creativity in new endeavours,

Reporting to the VP Academic, the Dean of Social Sciences is responsible for the leadership, operation and management of the Faculty of Social Sciences, including strategic planning, academic development, curriculum planning and budgeting. As a member of the University's senior administrative team, the Dean is expected to play a significant role in University wide initiatives and promotion

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Brock University is an equal opportunity employer.





Careers begin here!



Should you want to learn more about this unique leadership opportunity, call Libby Dybikowski at (604) 913-7768 or Laverne Smith at (416) 484-7768 or forward your CV and the names of three referees in confidence to Provence Consulting, Suite 202 - 1555 Marine Drive, West Vancouver, 8C V7V 1H9. Fax: (604) 913-8356, e-mail: search@provenceconsulting.com We will communicate with all who express interest.

ASSISTANT PROFESSORS **DEPARTMENT OF PHYSICS**

The University of New Brunswick Physics department invites applica-tion for two tenure stream positrons as Assistant Professor starting July 1, 2001. The successful candidates are expected to have a PhD and port-doctoral experience with a promising record of research and teach-ing. The department has active research programs in Space Science, Magnetic Resonance imaging, Atomic and Molecular Physics and is striving to reestablish its fibre optic communication and sensing activ-ities. Experimentalists with commensurate qualifications are particu-larly encouraged to apply, although outstanding candidates in any dissipline will be considered. Salarles and credit in rank increase with previous experience and qualifications in accordance with our collec-tive agreement. Candidates should direct inquiries and their applica-tion, including a curriculum vitae and the names of three referees, to:

Or. Jack Vanderlinde Department of Physics University of New Brunswick P.O. 80x 4400 Fredericton, N.B. E3B 5A3 Canada Email: jvdl@unb.ca

Applications should be received by February 28, 2001,



This competition is open to non-Canadian Experimen-talists in MRI, Space Physics and Fibre Optics, as well as to Canadians and Canadian permanent residents in all fields. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK

time the WebCam at www.co subberta ca) Dust unent complement of 35 regular Study work within a department of 28 support staff, two under graduates that the subsequent of 28 support staff, two under graduates tutudent. Dur constroin performance in ACM World Programming Contests is reviewed of our dam to be one of the best undergraduate the subsequent of the subsequent of

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a productive program of research, to attract and develop highly qualified guidaue students of the production of the personner. If you do not not be personner. A Pro in Compute Scene or equivalent is required, with evidence of excellence in teaching and research Park and salary will be commensurate with experience and production of the personner. A production of the prod

experienced researches who are attenoistic edged by their peen as world leader in their own fields, five-peat chairs, renevable once, togeted at researches who are attenoisticated their fields. The terms and requirements for a chair are described at http://www.chairs.gc.ca. The priority areas for the school are networked systems, graph though all being heard produced and their fields. The terms and requirements for a chair are described at http://www.chairs.gc.ca. The priority areas for the school are networked systems, graph theory and bloin-dimentals. Conditions the school and the school are described and the school and the school of computer Scence, Re. Canada School and Seesach Chairs, Moffill therespy, 3880 Limited and Research Chairs, Moffill therespy, 3880 Limited and Research Chairs, Moffill therespy, 3880 Limited School and Seesach Chairs, Moffill therespy, 5880 Limited School and School and



FACULTY POSITIONS — SIR WILFRED GRENFELL COLLEGE Corner Brook, Newfoundland

Sir Wilfred Grenfell College is a small (1100 students) Laberal Arts and Science institution and a campus of Memorial University of Newfoundland, Memorial is the largest university in Atlantic Canada and, as the Province's only university, plays an integral role in the educational and cultural life of Newfoundland and Labrador through offering diverse graduate and undergraduate programmes to almost 16,000 students. At Sir Wilfred Grenfell College, our emphasis is on a small-class servironment and teaching excellence in distinctive multi- and interdisciplinary degree programmes with four-year Bachelor's degrees in Arts (English, environmental studies, historical studies, humanities, psychology, and social/cultural studies). Fine Arts (theatre and visual arts), Science (environmental science), and Nursing. Visit our website: www.swgc.mun.ca.

Grenfell College is located in the City of Corner Brook on Newfoundland's West Coast. Corner Brook (population 22,000) is a safe and friendly city with excellent recreational and cultural facilities, situated in an area of great natural beauty, overlooking the Bay of Islands and affording a spectacular view of the Blomidon Mountains. The City is some 80 kilometers from Gros Morne National Park and 10 kilometers from Marble Mountain, one of Eastern Canada's premier downhill sky resorts.

The College seeks applications for the following probationary (tenure track) and term appointments. Except where specified, these positions require the completion or near completion of a Plb. Appointments will be made at the Lecturer or Assistant Professor rank. Unless otherwise specified, appointments will commence September 1, 2001.

DIVISION OF ARTS

English — A probationary (tenure-track) appointment. Candidates must have expertise in Shakespeare, Medieval and Renaissance English Literature, with an emphasis on Drama and History of Drama tic Literature. Evidence of teaching expe-rience in these areas and in first-year Eng-lish Language and Literature is required.

English — An eight-month teaching term appointment. Candidates must have ex-pertise in Canadian Literature. Evidence of teaching experience in Canadian Literature and in first-year English Language and Literature is required.

English — An eight-month teaching term appointment. Candidates must have expertise in American Literature, with an emphasis on the Modern Period. Evidence of teaching experience in this area and in first-year English Language and Literature is required.

DIVISION OF FINE ARTS

Theatre—A probationary lenure track postrion in Stagecraft. An MFA or equivalent professional accreditation in design or technical theatre is required. The successful candidate will be responsible for undergraduate courses in various areas of stagecraft in the technical stream of a few sense PEA Theatre Percamen and stagecraft in the technical stream of a four-year BFA Theatre Programme, and will also be responsible for designing some element of at least two major productions during the academic year. Experience teaching at the university or equivalent level and professional theatre experience are required. The successful candidate will have craft skills, theoretical and practical knowledge in other areas including constitues, propre and extensions. areas, including costumes, props and set building, drafting, lighting, sound and stage management. A thorough know-ledge of recent developments in the pro-fessional theatre both in Canada and abroad is important. Candidates should also have the ability to teach the theory and history of design.

Theatre - An eight-month teaching term appointment in Stagecraft. Qualifications and requirements are the same as for the tenure-track position above.

Theatre - A one semester sabbatical replacement position in Acting/Directing beginning January 1, 2002. An MFA or equivalent and significant professional experience are required. Teaching at the university or college level an asset. The successful candidate will teach acting in any year of a four-year BFA degree programme, and will direct or act in a Departmental production.

Departmental production.

Visual Arts — A probationary (tenure-track) position in 3D Design Foundation.

Teaching experience at the post-secondary level, working knowledge of traditional and contemporary sculpture processes, familiarity with contemporary issues/ critical theory and safe studio practices required. The successful candidate will teach Foundation 3D Design and Drawing at all levels. A knowledge of other media is an asset Must have an MFA or equivalent. Send exhibition record and slides of recent work with application.

recent work with application.

Visual Arts — A three year contractual position in Digital Imaging | Printmaking and Photography. Experience in teaching Digital Imaging in a Fine Arts context (Mac OS, Photoshop, Painter, Html, and Adobe Illustrastor desired), and Printmaking (two of litho, screen, relief, intaglio) required. A knowledge of digital/photo applications would be an asset. MFA or equivalent required. Send exhibiton record and slides of recent work with application.

application.

Visual Arts — An eight month teaching term appointment in Sculpture. Teaching experience at the post-secondary level, working knowledge of traditional and contemporary sculpture processes, familiarity with contemporary issue/critical theory and safe studio practices required. The successful applicant will teach Introductory Sculpture and Intermediate Sculpture. MFA or equivalent required. Send exhibition record and sildes of recent work with application.

DIVISION OF SOCIAL SCIENCE

SOCIAL SCIENCE
Business Administration — A full time
three-year contractual position in Business
Administration. An MBA is required and
preference will be given to candidates
who also possess a CA designation. Teaching
experience at the university level is an
asset. The candidate will be responsible
for courses leading to a minor in Business
Administration. These courses may include
introduction to business, accounting, mar-

keting, and financial management; addi-tional areas of expertise and teaching such as labour relations and human resource management will also be considered.

Geography/Environmental Studies — A probationary (tenure track) position which supports an interdisciplinary Bachelor of Arts programme in Environmental Studies and the initial years of a Bachelor's programme in Geography. Candidates with a broad background in human geography, geo-graphic information systems, and the capacity to teach both economic and cul-tural geography, will be considered. Experience in such areas as remote sensing, risk assessment, and quantitative methods will be an advantage. Geography/Environmental Studies

methods will be an advantage.

Psychology — Two eight month teaching term appointments in Psychology. Teaching responsibilities may include courses in general introductory psychology, history of psychology and a fourth-year seminar in psychology and a fourth-year seminar in psychology on a general topic of the instructor's choree. We are especially interested in candidates who can teach second- and third-year courses in social and personality and third-year courses in psychotherapy and in psychological testing, but will welcome applicants with other expertise. In addition, the candidate may choose to do honours thesis date may choose to do honours thesis supervision for extra remuneration.

DIVISION OF SCIENCE

Entironmental Science — A nine-month term appointment. The successful candidate will be required to teach senior undergraduate courses and cun the associated laboratories in analytical associated isooratores in main/treal chemistry, instrumental analysis and aquatic chemistry. As well, there may be an opportunity to assist in the super-vision of senior undergraduate projects. This appointment will commence August 1, 2001.

Environmental Science — A four-month term appointment commencing September 1, 2001. The successful candidate will be required to teach introductory courses in chemistry.

Mathematics — An eight-month term appointment. The successful candidate will be required to teach first- and second-year Mathematics and Statistics courses.

All appointments are subject to budgetary approval. Salary will reflect qualifications and experience in accordance with the Collective Agreement governing faculty at Memorial University of Newfoundland. Applications will be accepted until February 1, 2001 or until a position is filled. A letter indicating the position applied for, as well as a curriculum vitac, teaching dossier, and the names of three references should be sent to Pr. Tom Daniels, Vice-Principal (Interim), Sir Wilfred Genefall College, Memorial University of Newfoundland, Corner Brook, NF, A2H 6P9. Telephone 709-637-6231. Fax 709-637-6218. Email: tdaniels@swgc.mun.ca

Memorial University is committed to employment equity. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.



Simon Fraser University Assistant Professors School of Computing

Applications are invited for several tenure-track positions at the ssistant Professor level. A PhD in Computing Science or equivalent is required, with a strong commitment to excellence in research and teaching. Outstanding candidates in all areas and at all levels will be considered, subject to funding

Responsibilities include research as well as teaching at the graduate and undergraduate levels. Excellent support will be provided to the successful applicants for establishing their research programs. As well, researchers in advanced systems will be eligible for followships in the B.C. Advanced Systems Institute.

The School of Computing Science has 36 faculty members, and offers an expanding graduate program with 120 MSc. and PhD students. The School has state-of-the art computer equipment with excellent network support. There are well-equipped research laboratories in areas including algorithms, artificial intelligence, graphics and multimedia, and database systems. As well, the School has strong links with the university's Centre for Systems Science, the B.C. Advanced Systems Institute, the downtown New Media Centre, and local industry

Simon Fraser University serves about 18,000 students. The university is situated on top of Burnaby Mountain just east of Vancouver and commands magnificent views of Burrard Inlet, the North Shore Mountains, the Fraser River, and Vancouver harbour. The Lower Mainland area of British Columbia is unique in Canada for its mild climate and varied recreational opportunities

To apply, send a curriculum vitae, evidence of research productivity (including selected reprints), and the names, addresses and phone numbers of three referees to

Dr. Binay Bhattacharya, Director School of Computing Science Simon Fraser University Burnaby, Brüsh Columbia, Canada, V5A 186 Email: cs-chur@cs/fuca or dir-see@cs/fuca

In accordance with Canadian immigration requirements, priority will be given to Conadian citizens and permanent residents of Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications will be accepted until the position is filled. For updated information see www.cs.sfu.ca.



The UNIVERSITY of WESTERN ON IARIO

Three Tenure-Track Positions School of Nursing

The Faculty of Health Sciences at The University of Western Ontario invites applica-tions for three (3) tenure-track positions in the School of Nursing. The successful can-didates will conduct a program of research and contribute to graduate and under-graduate educational programs. An emphasis on childbearing and childrening fami-lies, management of acute health problems or nursing administration and health ser-voices delivery is welcome. The positions require an earned doctorate for doctorate near completion in nursing or a related field, evidence of a focussed program of research and publication, and eligibility for a certificate of registration with the College of Nurses of Ontario.

The School of Nursing is one of 5 schools in the research-oriented Faculty of Health Sciences, where both discipline-specific and interdisciplinary research are encouraged. Start-up research funds and the support of the Nursing Research Uni are available. University-ande programs to enhance teaching are offered regularly.

The School is proud of the outstanding auccess of BScN and MScN graduates, and is developing a PhD program in nursing administration and health services delivery, nursing education, and health promotion. Educational and research programs are supported by excellent relationships with hospitals and community agencies.

Interested applicants abould send a curriculum vitae, documents supporting qualifi-cations, and the names, addresses, and contact numbers of three referees to:

Dr. Angelo Belcastro, Dean Faculty of Health Sciences Room H125, Health Sciences Addition The University of Western Ontario London, Ontario N6A 5C1

The deadline for receipt of applications is February 28, 2001

Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. The University of Western Ontario is committed to employment equity, wetcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aberiginal persons, and persons with dissolitities.



As part of its ongoing commitment to music leadership in Quebec and Canada, the Faculty of Music of McGill University announces three new tenure-track positions:

Faculty Position in Piano Performance Faculty of Music

The Department of Performance invites applications for a tenure track position in Piano at the rank of Assistant or Associate Professor, beginning in the academic year 2001–2002. Applicants should hold a master's or doctorate degree in piano performance or equivalents, and should have significant international professional profile and experience as a player and teacher. There must be evidence of wide knowledge of performance issues and the current piano and musical scene, combined with effective teaching, organizational, and interpersonal skills. Teaching duties will include supervision of graduate and undergraduate students in piano performance, and development of curriculum offerings at all levels. Applicants should submit a curriculum vitae and a statement of performance and teaching interests, and should arrange to have three letters of reference sent to Professor Gordon Poote, Chair, Department of Performance, Faculty of Music, McGill University, 555 Sherbrooke St. W., Montreal, QC, H3A L53. Inquiries welcome: (514) 398–4542, (514) 398–1540 fax, foote@music.mcgill.ca. Review of applications will begin February 15, 2001. The position is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment. The Department of Performance invites applications for a tenure track position in McGill University is committed to equity in employment

Faculty Position in Music Theory Faculty of Music

Faculty of Music

The Department of Theory invites applications for a tenure-track position in Music Theory at the rank of Assistant Professor, beginning in the academic year 2001–2002. Applicants should hold a PhD in Music Theory, with a solid background in performance and/or composition, and should show strong evidence of research productivity and potential. Preference will be given to applicants with a specialization in mathematical modeling of 20th century music who are able to teach a broad range of undergraduate and graduate theory courses, including graduate supervision. Applicants should submit a curriculum vitae and statement of research and teaching interests, and should arrange to have three letters of reference sent to Professor Wieslaw Woszczyk, Chair, Department of Theory, Faculty of Music, McGill University, 555 Sherbrooke St. W., Montreal, QC, H3A 1E3. Inquiries welcome: (514) 398–4540, (514) 398–1540 fax, wieslaw@music.mcgill.ea. Review of applications will begin February 15, 2001. The position is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

McGill University is committed to equity in employment.

Faculty Position in Composition Faculty of Music

Faculty of Music

The Department of Theory invites applications for a tenure-track position in Composition at the rank of Assistant or Associate Professor, beginning in the academic year 2001–2002. Applicants should have a significant international creative profile in contemporary musical composition and a commitment to teaching in a university environment dedicated to the highest artistic and educational goals, including the use of media and technological tools. Applicants should submit a curriculum vitae and statement of compositional and teaching interests, and should arrange to have three letters of reference sent to Professor Wieslaw Woszczyk, Chair, Department of Theory, Faculty of Music, McGill University, 555 Sherbrooke St. W., Montreal, QC, H3A 1E3. Inquiries welcome: (514) 398–4540, (514) 398–1540 fax, wieslaw@music.mcgill.ca. Review of applications will begin February 15, 2001. The position is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

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ACADIA UNIVERSITY

Canada Research Chairs

Acada University invites applications for two Canada Research Chairs. Established by the Coverament of Canada to faster world-class, research excellence, seven chars have been awarded to Acadia to be filled over a specific production. The control of the control

University's commitment to involving students directly in research.

Ensironmental Science (Tier I)

The University invites Environmental Scientists of exceptional shifty to apply for a Fier I Canada Research Chair. The successful applicant will be expected to have a world-elass scientifie background and a demonstrated shifty to work across standard disciplinary boundaries. He/she will be expected to lead the development of Acadias' Aedemy of the Environment, an institutional research centre dedicated to all aspects of environmental research as described in Acadias' Institutional Research Plant. This responsibility will require the candidate to fisster collaboration with other universities, government, industrial, and relevant research collaboration with their universities, government, industrial, and relevant research organizations. The position also includes more teaching responsibilities. The University has a strong commitment to research in the environment, a world collaboration with the committee of the collaboration of the proposed research plant, and collaboration of the proposed research plant, and arrange to have three letters of reference, including full contact information, to Dr. David A. Stiles, Assistant Dean for Environmental Science, Acadia University, Wolfville, NS, ROP 130. The collaboration of the proposed research plant, and arrange to have three letters of reference, including full contact information, to Dr. David A. Stiles, Assistant Dean for Environmental Science, Acadia University, Wolfville, NS, ROP 130. The collaboration of the proposed research plant, and arrange to have three letters of reference, including full contact information, to Dr. David A. Stiles, Assistant Dean fo

Materials Science (Tier II)

Materials Science (Ter II)
An outstanding seeintist is sought to establish a vigorous research program in materials science to complement the activities of the CFI-funded Acadia Centre for Microstructural Analysis (http://acma.acadiau.ca). Major facilities include a low vacuum SEM with EDS, laser scanning confocal microscope, TEM with EDS, FTIR spectrometer for surface studies and scanning probe microscope configured for in site unvironmental and electrochemical studies. Areas of current research include the development and characterization of advanced materials, phase transitions, surface physics and chemistry, electrochemistry, animal ultrastructure, plant allometrics and microbiology. Applications are encouraged from candidates with a strong interdisciplinary background in physics, chemistry and the biological sciences. We are particularly interested in individuals who have or intend to establish a research program in biomaterials, advanced materials or nanotechnology along with an interest in microanalytical instrumentation and techniques. The successful candidate will also have limited teaching responsibilities. Applications must include a curriculum vitae and a detailed research proposal. Candidates sheuld include the names, addresses, phone numbers, and e-mail addresses of three people providing letters of reference mumbers, and e-mail addresses of three people providing letters of reference references ent to Dr. Cyrux MacLetchy, Den., Facuity of Pure and Applied Science, Acadia University, Walfville, NS, BOP 1X0 Tel: (902) 585-1472, Fax: (902) 585-1474, E-mail: cyrux maclatchy@acadiau.ca.

Wolfville Nova Scotia



UNIVERSITY OF REGINA CANADA RESEARCH CHAIRS & UNIVERSITY RESEARCH CHAIRS

The Canada Research Chairs (CRC) Program was established by the Covernment of Canada to enable Canadian universities to foster research excellence and enhance their role as world-class centres of research excellence in the global, knowledge-based economy. More information on the CRC program can be found at www.chairs.gc.ca.

my, wore information on the CRC program can be found at www.chairs.gc.ca.

The University of Regitian has also established University Research Chairs (URC) to supplement the Canada Research Chairs. The University of Regina is seeking to fill five CRC positions (Three Tier I and Two Tier II) and two URC positions starting July 2001 and invites nominations and applications within two of our strategic research areas. Social Justice, and Energy and Environment. Senior Chair (Tier I) candidates must be scholars recognized by their peers as world leaders in their research fields and Junior Chair (Tier II) candidates must be established scholars with demonstrated potential of becoming world leaders in their research areas. Chair candidates should have a strong commitment toward interdisciplinary research and the capacity to lead an interdisciplinary groups of scholars.

The University of Regina is committed to the pursuit of research excellence. In partnership with the Government of Saskatchewan and the City of Regina, the University has recently established the Regina Research Park. External research revenue has doubled within the last two years and is projected to grow at an annual rate of over 20 per cent. Details on the University of Regina Strategic Research Plan are available at: www.uregina.ca/presolf/vpresearch/documents/CRC_Strategic_Plan.html.

Nominations and applications including a curriculum vitae, five-year tesearch plan and three (3) confidential letters of recommendation sent under separate cover by the candidate's referees should be forwarded to Dr. Amit Chakma, Chair, Research Chair Advisory Committee and Vice-President (Research), University of Regina, Regina, Saskatchewan, Canada, \$45 9.042. Applications received by January 31, 2001 will be considered for the first round of decisions. Nominations/applications received subsequent to January 31, 2001 will be considered for later decision dates in March and June 2001.

Please note that all CRC positions are subject to review and final approval by the CRC

The University of Regina is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities.

Please note the URC positions in this advertisement are directed to Canadian citizens and permanent residents, in accordance with Canadian Immigration requirements.

Head, Department of Electrical & Computer Engineering



Queen's University at Kingston invites applications for the position of Head of the Department of Electrical and Computer Engineering. The Department is seeking an individual with strong leadership and administrative capabilities who will also contribute to teaching and research excellence.

Queen's University is one of Canada's leading post-secondary institutions, recognized both for the quality of the undergraduate student experience and its commitment to research. The Department has a total of 30 full-time faculty positions. Three faculty members are IEEE Fellows, Areas of established and growing strength include communications and signal processing computer architecture and networks, lightwave and microwave systems and circuits, power electronies, and control systems. Graduate student enrollment is 115, with one-third pursuing doctoral degrees. The undergraduate programs in electrical and computer engineering, which include options in communications engineering and software engineering, serve a total of 580 undergraduate students. Further information on the Department is available at http://www. Queen's University is one of Canada's leading post-secondary institutions engineering and software engineering, serve a total of S80 undergraduate students. Further information on the Department is available at http://www.ecc.queens.uca. Kingston, Ontario is situated midway between Toronto and Montreal in southeastern Ontario at the junction of Lake Ontario, the St. Lawrence River, and the Rudeau Canal. As well as having a reasonable cost of living, the city combines the charms of smaller city living with the cultural advantages made available by the presence of two universities, a community college, and a number of public service institutions.

The successful candidate will have a PhD in electrical or computer engineering The successful candidate will have a PhD in electrical or computer engineering with a strong academic record. Demonstrated leadership ability and administrative experience are essential. Preference will be given to candidates who will make direct contributions to the areas of communications, electronics, or computer engineering. Professional Engineering registration, or eligibility and commitment to register as a Professional Engineer, is a necessary condition

Applicants should send a curriculum vitae, the names and contact information of three referees, and a statement on teaching and research interests to Dr. Thomas J. Harris, Dean, Faculty of Applied Science, Ellis Hall, Queen's University, Kingston, Ontario, Canada RTL 3NO. Applications will also be accepted by e-mil at bm18@post.gueensu.ea. Consideration of applications will commence after February 28, 2001, and applications will continue to be accepted until the position is filled.

Queen's University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. This advertisement is directed to both Canadian and international candidates.

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NIVERSITY RYERSON POLYTECHNIC

Canada's leading university for applied education with over 40 career-oriented undergraduate and graduate programs, distinguished by their relevant curriculum and applied research, scholarly and creative activities. Canada's largest Continuing Education Division, offering courses and certificates for personal and professional development.

SCHOOL OF INFORMATION TECHNOLOGY MANAGEMENT

The School of Information Technology Management is Rycrson's newest and fastest growing school, created through the amalgamation and expansion of two long-established programs, with a proud tradition in business and technology education. Part of the Faculty of Business, the School provides students with a business-focused education in managing Information Technology and Telecommunications. Located in the heart of Toronto, with over 1,200 full-time students, the School is building strong links with the business community through its practical approach

to both teaching and research.

Due to anticipated growth, the School expects the need for continued recruiting and is looking to add up to three tenure-track faculty members, at either the Assistant or Associate Professor level. These positions can be tenure-track or for a limited term. This is an opportunity to get in at the beginning of an exciting new initiative. We offer a four-year Bachelor of Commerce degree in Information Technology Management, and are developing plans for additional undergraduate and graduate programs. For more information, visit our Web site at: www.ryerson.ca/itm/

Electronic Commerce (Tenure-Track)

The School is at the forefront of the fast emerging field of "ebusiness." In addition to providing a range of technical courses, we lead an interdisciplinary effort across the University to address the business implications of the Internet. As a key member of this group, you will have a strong interest in the field and an emerging profile in related research. We would expect you to lead the development of our research capabilities, including working with the School director to establish an ebusiness research centre. You must have, or he close to completing your decreate and he capable of developings. be close to completing, your doctorate and be capable of developing a research agenda in this emerging field.

Systems Development and Implementation (Tenure-Track or Limited Term)

In this position, you will have an opportunity to teach a wide range of subjects, including systems analysis and process design, programming, database management and enterprise solutions, depending on your experience and increasts You combine a solid educational background, good teaching skills and practical experience in at least one of these subjects. While we would prefer you to hold, or be close to completing, a doctorate, we will also give serious consideration to individuals with a master's level education and strong industry experience. Demonstrated teaching and applied research capabilities are required.

Telecommunications Management (Tenure-Track or Limited Term)

Consider this opportunity to teach a wide range of subjects, including Consider this opportunity to teach a wide range of subjects, including network planning and design, computer-based telephony and integrated networks, depending on your experience and interests, and practical experience in the Telecom field. For this position, we are willing to consider candidates for limited term appointments (up to five years), as well as those individuals with interests in a tenure-track position. Depending on the nature of the appointment, applicants may hold, or be close to empleting, a doctorate or have a relevant master's degree with strong industry experience. In either case, demonstrated teaching skills and the potential for applied research capabilities are required. capabilities are required

All candidates will be expected to contribute to curriculum development within our collegial team environment, Interested applicants should submit a letter of application, outlining their academic and professional experience, a detailed curriculum vite and a letter of reference from three referees, 10: Professor Kenneth A. Graut, Director, School of Information Technology Management, Ryerson Polyrechnie, University, 350 Victoria Street, Room \$534, Toronto, Ontario, M5B 2R3. Although applications will be accepted until the positions are filled, only those received by Feb. 28, 2001 are assured full consideration.

Ryerson Polytecbnic University bas an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify in accordance with Canadian himilgration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.



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ST HOMAS DIVINESTITY — The Department of English. 32. Tromss University is a small, where the control of English. 32. Tromss University is a small, where excellence in undergraduate teaching is the highest institutional priority. The Oepartment of English invites applications for two entity-level, tenues teach positions. The success of the Company of the Compan university of committed to encolorment equipment of committed to encolorment experience of the committed of

EXERCISE SCIENCE

CONCORDIA UNIVERSITY — Faculty of Arts and Science, has up to two limited-term ap-

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THE UNIVERSITY OF PRINCE EDWARD ISLAND—THE DEPARTMENT OF FAMILY AND NUMBERS OF THE PRINCE PRINCE

FINE ARTS

THE UNIVERSITY OF WATERIOD — The De-perment of Fire Arts, Applications are being accopated for a treus-electre position at the Assistant or Associate Professor level in Painting and Drawing beginning September 1, 2001. This position will involve teaching a combina-tion of undergraduale and graduale level cour-ex, mostly in the area of painting and drawing. The deal andicate will be an active and incom-nised participant in will be an active and informa-ment to leading it. I was a service of the ment to leading it as demonstrated commi-ment to leading it.

FRENCH

DALHOUSE UNIVERSITY — Department of French. Applications are invited for a 12 month foldime position commencing slip 1, 2001 and total management of the second se

UNIVERSITÉ DALHOUSE — La Département da Français solliote des candidatues pour un poste de professeur adjoint d'une duise de 12 des professeur adjoint de 12 des professeurs de 12 des professeurs de 12 des professeurs de 12 des professeurs de 12 des partements, parcalisation en impositique ou en interaute, doctora obtenut vant la date d'enue en fonction le dosser de candidatue, qui compendat une lettre de présentation, un cu verir au pois tard le 15 france 2001 à M. Raymond Mopole, Orienteur para intérient duis professeurs de 12 de 12

reference numbers, a complete dossers, including a curriculum visite, adademic stranscript and three listers of reference to the Ourectic; Human Resource, University College OC Cape Biston, P.O. Box 1300, Sydney, Rova Scots BP 612. The street address is 1250 Grand Lake Road, Sydney, ISB BM MZ, Tax number (902) 553-1453 Applications must be referred no falter than 46 mr., Rebussy 123, 2001 Visit our web site to learn more about UCCs. http://www.ucch.ni.cs.

GEOGRAPHY & ENVIRONMENTAL STUDIES

GEOGRAPHY & ENUMERSITY — The Department of Geography and Environmental Studies of Geography and Environmental Studies and Company of the Comp

Research Associate



On the edge and leading the way. The University of Calgary is an innovative university builds a spirit of discovery and inquiry while delive a dynamic life and quality learning experience.

The Canadian Institute of Resources Law requires a Research Associate to work primarily on current issues in oil and gas law and policy in Canada. The successful candidate will have a law degree (with preference for applicants holding a graduate degree in law); a demonstrated aptitude for legal research and writing; and a keen interest in natural resources law.

The Canadian Institute of Resources Law is an independent national body affiliated with the University of Calgary. Its work involves research, education and publication on the legal aspects of renewable and non-renewable natural resources.

The salary and benefits will be competitive with those offered to Canadian university law teachers. Although the position is a full-time one, the Institute may also be willing to consider the appointment of a part-time Research Associate.

Please submit a curriculum vitae and the names of three referees by January 19, 2001 to: Executive Director, Canadian Institute of Resources Law, Room 3330, MFH, University of Calgary, Calgary, Alberta T2N 1N4 Fax: (403) 282-6182 E-mail:nmpney@ucalgary.ca



LA FACULTÉ D'ÉDUCATION est à la recherche de professeures ou professeurs en

(1) OIOACTIQUE OU FRANÇAIS LANGUE PREMIÈRE À L'ÉLÉMENTAIRE OU AU SECONDAIRE; (2) LEADERSHIP EN ÉDUCATION: (3) APPRENTISSAGE ET NOUVELLES TECHNOLOGIES.

(1) (2) Il s'agit de postes conduisant à la permanence au rang de professeur adjoint. (3) Il s'agit d'un poste bilingue (français et anglais) conduisant à la permanence au rang de professeur adjoint.

- 1. (1) (3) Ph. D. en éducation ou l'équivalent; (2) Ph.D. en éducation ou administration avec spécialisation en administration de l'éducation.
- 2. Spécialisation en : (1) didactique du français langue première; (2) administration de l'éducation (3) applications pédagogiques des nouvelles technologies.
- 3. Dossier actif de recherche : (1) dans le domaine du français langue première; (2) en administration de l'éducation; (3) en applications pédagogiques des nouvelles technologies.
- 4. Expérience de l'enseignement élémentaire/secondaire souhaitable
- Connaissance: (1) (2) passive de l'anglais comme condition de permanence ou comme condition de renouvellement de contrat; (3) active du français et de l'anglais comme condition de permanence ou comme condition de renouvellement de contrat.

- 1. Enseignement aux programmes de premier, deuxième et troisième cycles.
- 2. Recherche en : (1) didactique du français langue première; (2) administration de l'éducation; (3) applications pédagogiques des nouvelles technologies.
- 3. Supervision de la pratique à l'enseignement au B.Éd.
- 4. Supervision de thèses de M.A. et de Ph.D.
- 5. Participation aux activités universitaires

Salaire : Selon les titres, les qualités et l'expérience en conformité avec la convention collective.

Contexte de travail : Oeuvrer dans le domaine de l'éducation en langue française en Ontario et collaborer avec les partenaires du milieu scolaire. Une connaissance des nouvelles technologies de l'information serait un atout.

Entrée en fonction : 1^{er} juillet 2001

Prière de faire parvenir votre demande d'emploi, votre curriculum vitae ainsi que le nom de trois répondantes ou répondants, avant le 15 février 2001, à :

Johanne S. Bourdages, Doyenne, Faculté d'éducation, Université d'Ottawa 145, rue Jean-Jacques-Lussier (311C) C.P. 450 Succ. A, Ottawa ON KIN 6N5

Conformément aux stipulations de la loi canadienne aux l'immigration, ce poute est offert aux personnes ayant le statut de citoyen ou de résident du Canada. Uliniversité d'Octawa a une politique d'équité en matière d'emploi. Ce poute sera comblé sous réserve des disponibilités budgétaires. Seules les personnes invitées pour une entreux recevont un accusé de réception.

THE FACULTY OF EDUCATION invites applications for one tenure-track position in:

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(1) (2) (3) These positions are at the assistant professor level. (4) This is a bilingual position (French and English) at the assistant professor level.

- . (1) Ph.D. in Education or Administration; (2) Ph.D. in Education or Educational Psychology with a focus on special education; (3) Ph.D. in Education with a focus on Sociology of Education; (4) Ph.D. in Education or relevant discipline.
- 2. Specialization in: (1) educational policy, leadership or legal issues; (2) special education; (3) the social
- foundations of education; (4) the educational applications of new technologies.

 3. Active research file in: (1) educational policy, leadership or legal issues; (2) special education; (3) the social foundations of education; (4) the educational applications of new technologies.
- 4. Teaching experience at the elementary and/or secondary levels is desirable.

 5. (1) (2) (3) Passive knowledge of French required for contract renewal or tenure; (4) Active knowledge of French and English required for contract renewal or tenure.

- (1) (2) (3) Teaching at the undergraduate and graduate levels; (4) Teaching in French and English at the undergraduate and graduate levels
- 2. Research in: (1) educational policy, leadership or legal issues; (2) special education; (3) the social foundations of education; (4) the educational applications of new technologies.
- 3. Supervision of practica in the B.Ed.
- 4. Supervision of M.A. and Ph.D. theses
- 5. Participation in University activities

Salary: Commensurate with qualifications and experience in keeping with negotiated Collective

Working Environment: Knowledge of new information technologie

Date of Appointment:

Applicants should forward their application, curriculum vitae and the names, addresses and phone numbers of three individuals who would serve as references before February 15 2001 to:

> phanne S. Bourdages, Dean, Faculty of Education, University of Ottawa, 145 Jean-Jacques Lussier Street (311C) P.O. Box 450 Sation A, Ottawa, Ontatio KIN 6N5

In keeping with Canadian immigration regulations, this position is offered to citizens and permanent rendents of Canada. Equity is a University policy. This position is subject to budgetary approval. Only those who are invited for interviews will receive a confirmation letter.

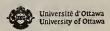


FACULTÉ D'ÉDUCATION

FACULTY OF EDUCATION



Université d'Ottawa University of Ottawa



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UNIVERSITY OF REGINA

FACULTY OF ENGINEERING

The University of Regina is a comprehensive University, which emphasizes excellence in

The University of Regina is a comprehensive University, which emphasizes excellence in teaching, research and public service. Experiential learning as well as cross disciplinary teaching and research are strongly supported. It is situated in beautiful Wascana Park, one of the largest urban parks in North America. The Faculty of Engineering is one of voting and dynamic engineering schools in Canada. The Faculty presently offers unique B.A.Sc. programs (with Co-operative Education) in Electronics, Environmental and Industrial systems engineering that are fully accredited by the Canadian Engineering Accreditation Board. Specialized programs in Software and Petroleum Systems Engineering are also offered. In addition, the Faculty offers M.A.Sc., M.Eng, and PhD programs as well as other interdisciplinary graduate programs. The Faculty has approximately 700 undergraduate students and 100 graduate students. Recently, the Faculty enjoys close collaborative relationships with industry and government research laboratories and has established a number of joint research professorships with both industrial and government sponsors. These collaborators include the Telecommunication Research Laboratories (TR Labs), the Petroleum Technology Research Cabron Dioxide (CO2) Capture, all located in the adjacent research park. More information about the Faculty can be found from our website at www.uregina.ca/engg/. Applications are invited.

Faculty can be found from our website at: www.uregina.ca/engg/. Applications are invit-

Software Systems Engineering Applications are invited for a tenure track open rank faculty position. The preferred candidate should have the ability and enthusiasm to teach graduate and undergraduate

captinate should nave the ability and children to the care in underignatural courses in Software Systems Engineering and conduct research in the areas of software systems development and engineering applications. Applicants should have an earned Ph.D. degree in electrical/computer/software engineering, computer science or other related disciplines. Applicants in the areas of Testing and Validation, Requirement Analysis, Internet and Multimedia Computing, Software Process, and Knowledge Engineering are especially encouraged to apply but all areas of Software Engineering will be considered.

NRCan Research Professorships in Petroleum Systems Engineering Applications are invited for two tenure track, open rank positions (at Assistant, Associate or Full Professor levels). The preferred candidates should have the ability and enthusiasm to teach graduate and undergraduate courses in Petroleum Systems Engineering

ed for the following tenure track faculty positions.

GEOGRAPHY

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GEOLOGICAL SCIENCE

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GEOPHYSICS

THE UNIVERSITY OF MANTIORA — The Oppartment of Geological Sciences mixter
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budgestay applicacy, in to commence July 1,
2001. Minimum qualifications are a PhD in
and research potential. Candidates with expertise in seamic, near-unitare of environmental
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Department currently has 15 full-time tenure
graduates and graduate programs in Geology
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and analytical instrumentation. Further information about the Department can cry with a
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confidential letters of reference to Dr. Thomas
Sulmets, Arting Mead, Department of Germanic Studies, University of British Columbia
Jan 272 East Mall, Vancouver, B. C. Carrada Vist
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and conduct research in one or more of the following areas: Enhanced oil recovery, reservoir characterization, energy efficient recovery processes, horizontal wells, optimization of petroleum production systems, applications of intelligent engineering to petroleum production systems, petroleum waste management, green house gas separation and sequestration. Applicants should have an earned PhD degree in Petroleum/Chemical/Mechanical Engineering or other related disciplines.

Electronic Systems Engineering Applications are invited for a tenure track faculty position at Assistant Professor level. The preferred candidate should have the ability and enthusiasm to teach undergraduate and graduate courses and conduct research in one or more of the following areas: microelectronics and electronic system design, wireless communications and high speed electronics, signal processing, hardware/software co-design and real time/embedded software. Applicants should have an earned PhD degree in Electrical/Electronics/ Computer or other related engineering disciplines.

Industrial Systems Engineering

Applications are invited for a tenure track position at the rank of Assistant or Associate. The preferred candidate should have the ability and enthusiasm to teach graduate and undergraduate courses in Industrial Systems Engineering and conduct research in one or more the following areas: manufacturing of processes, manufacturing of engineering software products, intelligent systems & applications, systems control & automation, physical metallurgy, mechanical design, mechanical metallurgy, finite element, composite materials, and other related areas. Applicants should have an earned PhD degree in Industrial/Systems/Manufacturing/Mechanical Engineering or other related engineering disclinings.

For all positions, strong commitments to teaching and research are required. Industrial experience is particularly valued. Applicants should have the appropriate credentials for registration as Professional Engineers. Review of applications will begin on February 15, 2001 and continue until the positions are filled. Send applications with curriculum vitae, a statement of teaching and research interests including the names of three references to: Dr. Paitoon (P.T.) Tontiwachwuthikul, P.Eng., Dean, Faculty of Engineering, University of Regina, Regina, Saskatchewan, S4S 0A2, Canada. Tel: (306) 585-4159; Fax: (306) 585-4556; E-mail: paitoon@uregina.ca.

The University of Regina is committed to employment equity. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

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INDUSTRIAL, MECHANICAL OR MANUFACTURING ENGINEERING DEPARTMENT OF WOOD SCIENCE UNIVERSITY OF BRITISH COLUMBIA

The Department of Wood Science is seeking applicants for a tenure track faculty member with Industrial engineering expertise and a post graduate degree in industrial, Mechanical or Manufacturing Engineering or Wood Product Manufacturing to expand the Department's growing advanced wood products manufacturing program. Applicants with a background in operations research, process control, process optimization, CAD/CAM, concurrent engineering or quality engineering and an interest in research in the wood products industry are strongly encouraged to apply.

UBC has Canada's foremost university education and research programs in the field of wood products manufacturing technology. Most recently, UBC collaborated with government and industry to establish a unique Centre for Advanced Wood Processing. The Centre maintains advanced wood products manufacturing laboratory with state-of-the-art wood processing equipment available to support a wide range of interdisciplinary research and development undertaken by UBC faculty members, industrial partners, affiliated researchers and students. The appointea must establish a strong research program and provide leadership in the education of undergraduate and graduate students in the field of advanced wood processing technologies.

Experience in wood products manufacturing would be an asset. However, the Department is seeking applications from individuals with the advanced manufacturing knowledge and experience who have a strong interest in applying their knowledge to create a world-leading advanced wood products manufacturing education and research program at UBC.

Salary will be commensurate with qualifications. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian clitzens and permanent residents of Canada. Program Information is available on our web sites: www.waw.ubc.dc.a./ and www.waw.ubc.dc.a.// and the names of at least three reterees should be mailed or taxed before Merch 15, 2001 to:



Dr. J. David Barrett

Chair, Search Committae for Industriel Engineering Position Department of Wood Scienca, University of British Columbia 4041 – 2424 Main Mail, Vancouver, B.C. Canada V6T 1Z4 Tal. (604) 822-5852 Fax. (604) 822-9104 Email: dbarrett@Interchange.ubc.ca

HEALTH POLICY & MANAGEMENT

HEALTH POLICY & MANAGEMENT
THE UNIVERSITY OF ALBERTA — The Department of Policy In Alberta In Alberta

HEALTH STUDIES

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Social Work, University of Windsor, 401 Sunset Avenue, Windsor, Ontano, N98 3P4, phone. (S19) 253-3000; ext. 3085, fax. (S19) 973-7035, e-mail: gore-Banander.

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accompaned by a curroulum value and the names of thee referes, should be sent prior to January 31, 2001 to Dr. Dennis Hygaiko, Dean, Faculty of Physical Education and Recreation Studies, The University of Manitoba, Room 104 Frank Kennedy Centre, Winniped, Manitoba, Canado 817 2102; Phone (20) 474-8764, fair (20) 474-7534; email: dennis hygaikodjum nichoba a

inding period, the Faculty of Applied Health lunding period, the Faculty of Applied Health lunding period. The Faculty of Applied Health products program in breath information in col-products program in the Period of Computer Science, the Department of Statistics and Actu-pants Science, and with other Canadau nurvers-ties. Applicants must have an advanced degree at the doctoral level, and a demonstrated com-mitment to both funded research and teaching amples of the areas of expertice of particular interest for this position are health information amples of the areas of expertice of particular interest for this position are health information an anagement, performance measurement, health indicators, health senters essentially and public health, health data mining, ceduation of infor-mation of the period of the period of the public health, health data mining, ceduation of infor-mation of the period of the public products public the public of the products of the public pointment will be made at the Assistant Profes-or level. We expect the appointment to occur by July 1, 2001. Send Curriculum Vitae (indicator language) of the public adian Immigration requirements, this sement is directed to Canadian citizens nament residents. The University of Wa-incourage's applications from qualified in als, including women, members of

HISTORY OF SCIENCE

pleting doctorates in the history of ics and mathematical science are en apply for the Kenneth O. May Fel 2001 – 02. The successful candidate o contribute to and participate in to ual life of the institute. The penod of the award is twelve months, for University of ada M55 1K7

HISTORY

history. Applicants should send their currout vide, inducing teaching dosses, and arra for the forwarding of three letters of refer by March 1, 2001, to Dr. Doug Jorimer, CI Department of History, Wilfrid Laurier Unio, W. Waterloo, Ontario N 12, 305. In accord, with Canadian immigration requirements, advectments the control of the Condision cur-and permanent residents of Canadia Wil-

VERSITY OF WESTERN ONTARIO — artment of History and the Bachelor



BRANDON UNIVERSITY

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DEAN OF EDUCATION

Brandon University is a leader in providing high quality education to over 3,000 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also ofters preprofessional and Masters programs, as well as innovative and award-winning outherson programs, as well as innovative and award-winning outreach programs in a personalized learning environment

The Dean is a key member of the senior administrative team of the University, reporting to the President through the Vice-President (Academic & Research). Preferred applicants or nominees will have a strong background in leaching, research and educational administration and appropriate academic credentials, including a doctorate. Expenence with abonginal education is highly desirable. A background that includes experience in the public school system and involvement with distance education is seen as an asset. The successful candidate will be expected to provide dynamic and innovative leadership and to motivate and work cooperatively with faculty, staff, and students, within the Faculty of Education, and with other faculties and units on campus. As well, the successful candidate will be an effective external representative of the Faculty in dealings with other educational institutions, government departments and agencies, professional institutions, government departments and agencies, professional groups, and industry.

The Faculty of Education at Brandon University offers concurrent and after-degree B.Ed. programs and contains dynamic graduate programs in special education, counselling, educational programs in special education, counselling, educational administration and cumculum studies. Cuttently, the Faculty of Education is comprised of approximately 30 (FTE) faculty and 800 full- and part-time students. The Faculty has achieved national and international acclaim to its innovative programs for training of northern and aboriginal teachers and administrators (i.e. BUNTEP and PENT). Included in the Faculty is the Department of Physical Education. The appointment is normally for a five-year term (subject to re-appointment) and will be effective August 1, 2001.

Nominations and applications, with an up-to-date curriculum vitae and the names and addresses of at least three references, should be forwarded by Match 1, 2001

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

Journalism

Tenure-Track Position, Faculty of Arts and Science

Concordia University's Department of Journalism invites applications for a tenure-track position in Journalism at the Assistant or Associate level. The Department is looking for a candidate who can teach Advanced Writing and Reporting workshops as well as courses in Feature Writing and Journalism Theory. Responsibilities will include teaching and supervision at both the undergraduate and graduate levels.

The ideal candidate must have a graduate degree in a relevant field, as well as five years of professional experience as a journalist. University teaching experience and a strong research or professional portfolio are essential, as is a working knowledge of French. Administrative experience would be an asset.

Please forward applications to:

Dr. Enn Raudsepp Chair, Department of Journalism Concordia University, 1455 de Maisonneuve Blvd. West, suite BR-305 Montreal, Quebec, H3G 1M8

Deadline for applications is March 15, 2001 Hiring is subject to budgetary approval.

This advertisement is simultaneously directed to Canadian citizens and permanent residents of Canada and to non-Canadians. Under current Canadian immigration guidelines, the dossiers of Canadian citizens and permanent residents must be examined in the first instance, after which the applications of others will be considered.

Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.



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CORE FACULTY POSITION CONFLICT ANALYSIS AND MANAGEMENT PROGRAM

Royal Roads University is seeking applications from learner-focused educators for the position of Core Faculty Member in our Peace and Conflict Studies Division. You will play an essential tole in the development and delivery of our innovative Master of Arts program in Conflict Analysis and Management. This integrated interdisciplinary program focuses equally on the theoretical and applied dimensions of managing organizational and large intergroup conflict at the systems level in a variety of domestic and international settings. The program stresses a holistic, cross-cultural approach to conflict management with a special, though not exclusive, emphasis on the Pacific Basin.

In esuccessful applicant will have demonstrated teaching excellence at the graduate level and an ability to work as a team member within an interdisciplinary competency-based curriculum. Applicants must have a Ph.D. in conflict resolution or related field, with expertise in intergroup and ethnopolitical conflict at the international level. Postgraduate teaching and applied training experience in the use of simulations, role-plays and structured exercises is essential. International and Canadian work experience in the field would be an asset. Knowledge of action-research, computer literacy and a familiarity with distance education would also be beneficial. The successful applicant will have demonstrated teaching excellence at the graduate level and

Royal Roads University is an equal opportunity employet, committed to the principle of equity in employment. Preference is given to Canadian citizens and applicants with Landed Immigrant status.

We offer a comprehensive compensation package, with starting salary based on qualifications and experience. This is an initial three-year appointment with further five-year contracts provided subject to performance and program needs. Please forward cover letter and curriculum vitae by February 15, 2001 to:

Dr. J.A. Bayet, Dean Peace and Conflict Studies Division Royal Roads University 2005 Sooke Roed Victoria BC V9B 5Y2 Fax: (250) 391-2608 Tel: (250) 391-2654 Email: rtuconflict@toyeltoeds.ca w.toyaltoads.ce



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HUMAN RESOURCE MANAGEMENT

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THE UNIVERSITY OF REW BRUNSVICK
— The Faculty of Administration invites applications for a tenure-trace position in Human Resource Management. The appointment will be accounted to the properties of the

HUMANITIES

weebs e. at www.usondor.carfacel/typorisons. The UNIVERSITY OF WINDSOR — Humani-Use. Applications are winted for Victing Nu-marties Fellowship, tenable at the University of Windsor in the 2001 – 2002 academic year. For details visit our webite at 1 www.www.doc.carfacell/typoortions Contact Dr. Jacquellien Mur-gy, Director, Humanities Research Group, University of Windsoc 430 Sunset Avenue, Windsoc, Ontano 1988 394; Telephone CS19 253-300. 35308, fax: (\$19) 971-3610; email: Ingmalile unwindport as

Assistant/Associate

Professor, Nursing

Centre for Nursing and Health Studies

communities. Face-to-face classroom instruction is offered in select courses. In addition to the post-RN BN degree program, the CNHS also offers a Post-RN University Certificate in Home Health Nursing (UC:HHN) by distance delivery. Opportunities also exist for qualified applicants to teach in the Masters in Health Studies (MHS) program, which is delivered exclusively via the World Wide Web. The MHS program includes course and project based streams in Leadership and in Advanced Nursing Practice (ANP).

The candidate chosen to fulfill this challenging position will possess an earned doctorate degree in nursing or a related field of study and be eligible for registration with the Alberta Association of Registered nurses. Experience in nursing education, particularly distance education, is a definite asset. The successful candidate will maintain an ongoing program of research and other scholarly pursuifs, serve on various Athabasca University committees, and engage in community

Athabasca University committees, and engage in community

The position is a tenure-track appointment starting March 1, 2001, or as soon as possible thereafter. For further information, pleasa phone Dr. Donna M. Romyn, Director, Centre for Nursing and Health Studies, at (780) 675-6794 or e-mail dromyn@ethabascau.ca.

Althabasca University is located in the town of Althabasca with regional offices in Calgary and Edmonton. If delivers university education to approximately 25,000 students a year. The successful candidate is expected to spend at least one day per week at the Athabasca campus.

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups tradillonally under-represented in universities. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and

Applications should include a latter of application, a curriculum vitae, and the names, addresses end telephone numbers of three refarees. Submit epplications to the: Co-ordinator, Employment Servicas, Human Resources, Athebasca Univareity, 1 University Drive, Athabasca, Alberta, Conada, 1795 3A3; by e-meil, resume@afhabascau.ce or by fax, (780) 675-6135.

The closing date for this position is February 2B, 2001.

INFORMATION SYSTEMS

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INTERNATIONAL AFFAIRS

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YORK UNIVESTITY — Saculty of Arts, Division of Social Science innets applications for a terus-errare appointment in International Development Studies at the assistant professor level commenced of 1 July 2011. The Drivsion is a terus-errare appointment in International Development Studies at the assistant professor level commenced of 1 July 2011. The Drivsion is dedication, as well as degrees through several level degree and must demonstrate a promuse allest degree and must demonstrate a promuse allest degree and must demonstrate a promuse and programs, and apportent and teach at the graduate level. They should demonstrate critical programs, and programs, and apportent and programs, and apportent and excellent and programs, and apportent and excellent professor and programs, and apportent and will comment to the second of the second programs and programs, and apportent and will comment to the search of the second of the second programs and will comment to the search of the second programs of the second programs and search of the second programs and will comment to the search of the second programs of the secon

HEAO, ARCHIVES & SPECIAL COLLECTIONS

Reporting directly to the University Librarian, the incumbent will be responsible for the Reporting directly to the University Unionon, the incumbent will be responsible for the monogenesia and development of the university actives and special collections, including the university at and artifact collection, as well as working with northern first Notions to develop guidelines for acquisitions, relentation and actess to first Notion material unique to UNBC. This position develops programs and exhibits that paramote knowledge of and use of the collections and works closely with the University Librorium and the University Development Office in grant-writing and fundations efforts. In addition, the intromhent will be responsible for initiating, managing and planning for a university records management program.

The University of Northern British Columbia was formally opened in 1994. A young research-intensive inshibution, it is home to approximately 3200 students, including 200 godduote students and even 500 facility and staff. Following the motib "of the north," ONBC serves northern British Columbia, with a main compus in Prince George, and regional leactions in Terrace, Duestnet and Fort St. John. The university achieves and special collections has acquired significant collections, including off the second from the town of Cassion well as the original seconds of the founding Interior University Society. These ecociós are preserved to support the university's mission of teaching, scholarship, and research, and to provide efficient and effective administration.

The required qualifications are a master's degree in archival studies, a moster's degree The required qualitrofines are a master's degree in circitar studies, of moster's degree in library and information studies with suitable cause work or experience, or a possignature degree in a relevant discipline with formal authival training and suitable experience. The incumbent should have two to they year experience working in a professional capacity in an archive or special collection, preferably in an ocademic environment. Experience in records management, knowledge of preservation concepts and techniques, and a working knowledge of computer applications in libraries and archives is essential.

The solory range for this position is \$41,000 to \$50,900. Solary and rank are commensurate with qualifications and experience.

Pless forward your curiculum valoe and the nomes and addresses of three references (including telephone and for numbers), before Wednesday January 31, 2001, Ic. Dr. Deborah Poff, Vice President (Academic) & Provost, University of Northern British Columbio, 3333 University Way, Prince George, 8C, V2N 429. Fox: (250) 960-320. Inquiries may be made io: 0: Poff, VP (Academic) & Provost, (250) 960-5610, or by email of poff@unbc.co.

For more information, visit our Web site: www.unbc.ca

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Athabasca University, Canada's Open UniversityTM, invites applications for one tenure-track position in the Centre for Nursing and Health Studies (CNHS). The successful candidate will be imaginative, highly motivated, and self-directed. Responsibilities include developing, coordinating and teaching courses primarily in the post-RN BN degree program. This innovative distance learning program serves both Canadian and international students. Students can enroll throughout the calendar year and can engage in post-RN education via print and web based distance delivery without leaving their jobs or communities. Face-to-face classroom instruction is offered in select fourses. In addition to the post-RN BN degree program.

OF NORTHERN BRITISH COLUMBIA

UNBC

UNIVERSITY

Biostatistician

Department of Clinical Epidemiology and Biostatistics Faculty of Health Sciences

The Department of Clinical Epidemiology and Biostatistics (CEBB) at McMaster University has an open position in Biostatistics et the level of Assistant Professor. Qualiticetions include a Ph.D. in Biostatistics, interests in the development of stetistical methodology for epidemiology and health research, and experience with stetistical applications in population/clinical/health services research. Experience in the application and teaching of biostatistics in health research end stetistical consultation with clinicain researchers is considered an important attribute. Applicants must demonstrate potential to pursue their own independent area of research.

The successful applicant will be located at St Joseph's Hospital and is expected to be involved as a collaborator with other investigators at the Fether Sean O'Sullivan Research Centre. The successful applicant will be a regular contributor to teaching in the Health Research Methodology Program in the Health Sciences Graduste Program or in the Bachelor of Health Sciences Program or in other educational programs at McMaster. The successful applicant will undertake research, education, edministration, and research collaborator activities according to departmental expectations of full-time faculty members at the rank of Assistant Professor.

McMaster University is "research intensive" and perennially rated as the most innovative university in Canada. The faculty of CEBB attracts the highest average research funding and enjoys the highest publication record in the University. The Department is world renowmed for the pioneering nature and high quality of its research and education programs. CEBB provides an exciting ecademic environment, operating on a collegial model with interdisciplinary research teams end a mentorship program for junior faculty. For more information about CEBB, visit http://www.fhs.mcmaster.ce/ceb and about the Faculty, visit our web-site at http://www.fhs.mcmaster.ce.

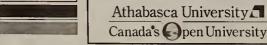
McMaster is committed to Employment Equity and encourages applications from all qualified candidates. Applications and nominations including a curriculum vitae, a statement of research interests and academic goals, and the names of three referees may be lowarded to Dr. Larry. Chambers, Acting Chair, Depertment of Clinical Epidemiology and Biostatistics, Feculty of Heelth Sciences, 1200 Main 5treet West, Room #15C-2C10B, Hamilton, Onterio L5N 3Z5 Cenada (tel: 905-525-9140 ext. 24931; e-mail: chembers@mcmester.ce).

Applications will be accepted until a suitable candidate is appointed.

We thank all applicants in advance and advise that only those to be interviewed will be contacted by telephone

"An equel opportunity amployer"





permanent residents

JOURNALISM

CONCORDIA UNIVERSITY - Faculty of Arts and Science, has one tenuralizate contract CONCURING UNIVERSITY — Faculty of Arts and Science, has one remuestrate, posten available for a candidate who can tests had varied. Withing and Reporting Workshops as well as occurse in Festule Withing and Journal of Theory Ress ee our Journals midplay and remove the second programment and the second programment and

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— The Department of Languages and let.

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LEISURE STUDIES

LEISURE STUDIES

BROCK UNIVERSITY — Department of Recreation and Leisure Studies, Faculty of Applied Health Scences. The Department of Representation and Leisure Studies intended and Recreation and Leisure Studies intended and Recreation and Leisure Studies and a PhD in accidation and leisure studies or a selected field reference will be signed to those and other studies with the ability to teach and considered with the ability to teach and considered the studies of the selection of the selecti

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tion requirements, this advertisement is direct-ed. Canadian clitera and permanent resi-dents Block University is committed to a posi-tive action policy aimed at reducing gender imbiliance in facility, qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www. Brockline.

LIBERAL ARTS

CONCORDIA UNIVERSITY — Faculty of Arts of Science, has up to two limited-term appointments available, one solely in its Liberal Arts College and the other one jointly with its Department of History Please see out full-page display ad in this issue

LIBRARY

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RESEARCH ASSOCIATE **POSITIONS**

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POSITIONS

The University of Manitoba anticipates cesearch associate positions will be available over the next six months beginning January 1, 2001 in the Infollowing fields: Immunology, immunopathology, egulation of the Immune response, apoptosis, neuroendocrine regulation, cellula Immunology, pression, immunopation logical tolerone, automimunity, transplant rejection, immunomodulation, monoclonal antibodies, T and 6 cells, T cell receptors for 15 cell screens, allowing asthma. Ig hete openaty, Fe receptors for 15 cell screens, allowing asthma, Ig hete openaty, Fe receptors for 15 cell screens, and the screens of the properties of the pr



Department of Physics University of Toronto

Tenure Track Positions in Theoretical Condensed **Matter Physics**

The Department of Physics at the University of Toronto plans to make two tenure track or tenured appointments in theoretical condensed matter physics, one at the rank of Associace or Full Professor, and one at the rank of Assistant or Associate Professor, with starting dates of 1 July 2001.

The Department is expenencing a series of current and projected retirements in the condensed matter physics area, and these new theoretical appointments will complement recent experimental appointments in condensed matter physics. The objective is to build a strong group of researchers, both experimental and theoretical, with related and complementary interests. Currently these interests include, but are not limited to, novel magnetic and superconducting materials, correlated electron systems, and related many-body problems. Also up he new theoretical appointments in condenses in condenses in particular. lems. Also, the new theoretical appointments in condensed matter physics will complement existing theoretical faculty in the areas of quantum optics, particle physics, astrophysics and string theory.

For this position, we seek candidates with a PhD in physics and strong proven or potential excellence in both research and teaching. Successful applicants will be nominated for a Canada Research Chair, at either the junior or senior level.

We Invite prospective candidates to visit our home page ac www.physics.utoronto.ca. The salary will be commensurate with qualifications and experience.

Applications, including a curriculum vitae, list of publications, research plan, and at least three letters of reference, should be sent to:

Professor Henry M. van Oriel, Chair Department of Physics University of Toronto Toronto, Ontario, Canada MSS 1A7

The deadline for the receipt of applications and letters of recommendation is 1 February 2001.

The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women. Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.



The John P. Robarts Research Institute is recruiting Scientists

The John P. Roburts Research Institute is the Roburts Research Institute only privately operated medical recerch ficility in Canada, and is affiliated with both London Health Sciences Center and The University of Western Ontains. The Roburts has over 50 principal investigators imported by 400 support staff, a DNA sequencing facility and mouse transgenic facility. It is currently reccurring sciennists for two positions:

Scientist: The John P. Robstos Research Institute has an immediate opening for a scientist using mouse molecular genetics in one of the following areas of study: Autoinnuturin/JDabetes, Neurode-generated piosease/Neurode-toppinert, and Strokel Vascular biology. Successful applicants may be drawn from any of these disciplines, but must have a numinion of 7 years of research expense; generating and analyzing transperse right of the demonstrated by a strong publication record, and excellent communication skills.

Transgenic Mouse Laboratory Manager: The John P. Robarts Research Intuitive has an immediate opening for a scientist to oversee and help manage its mouse transgenic laboratory. This facility produces transgenic intee by DNA micronipection and embryonic term cell technologies. The successful candidate will have at least 3+ years of postdoctoral experience and Lands on experience in the generation of transgenic nuce using DNA nucronipection of embryonic stem cells.

Please submin a curroulum viae, a statement of research experience and have these letters of reference sent by 01/31/2001 to: Chair, Search Committee, c/o Jill Shields, The John P. Robarts Research Institutes, P.O. Box 5015, 100 Perth Drive, London, ON N&A SKE CANADA, jill@rn.on.ca, FAX: 519-663-3789.

scoordance with Canadian Immigration requirements, this advertisem is directed to Canadian citizens and Permanent Residents of Canada.

ACADEMIC NEPHROLOGIST/ HEALTH ECONOMIST

Creating the future of health.

The Department of Medicine and the Calgary Regional Health Authority (CRHA) invite applications for an Academ Nephrologist/Health Economist at the Assistant Professor learn higher, Duttes will include research, teaching and clinical care. The successful candidate will be expected to conduct independent investigation involving the economics of chronic renal failure and its treatment.

Qualifications include a MD, eligibility for licensure in the Province of Alberta, certification or eligibility for certification in nephrology, and advanced training and expertise in health economics. Salary support and start-up funds are available through successful application to the Alberta Heritage Foundation for Medical Research and/or the Canadian Institutes of Health Research and/or the Kidney Foundation.

Please submit a curriculum vitae and arrange for three letters of reference to be sent directly by **January 31, 2001**, to:

Dr. Kenneth Taub Division Head, Nephrology Foothills Hospital, Room 204G 1403 – 29th Street N.W. Calgary, Alberta T2N 2T9

In accordance with Canadian immigration requirements, prior will be given to Canadian criticens and permanent residents of Canada. The University of Calgary respects, appreciates and encounters diversity.

www.ucalgary.ca



Scotiabank Research Chairs in Software Engineering

The Departments of Computer Science and Electrical & Computer Engineering seek applications for a senior and a junior Scottabank Research Chair in Software Engineering, Applicants must have an outstanding seesach record and a commitment to teaching, and should hold a discribed degree in Software Engineering, Computer Engineering or Computer Science. A demonstrated record of industrial collaboration would be an asset. Candidates for the senior Chair should be qualified for an academic position at the level of full professor. Candidates for the junior Chair should be qualified for an academic position at the level of either a mature assistant professor or an associate professor. The chairholders will hold joint-appointments in the Departments of Computer Science and Electrical & Computer Engineering, as tenured or tenure-track faculty members.

The Chairs are funded by Scottabank, and the associated research funds can be matched by provincial and federal funding programs, up to \$2,000,000 over five years. It is expected that the chainfolders research programs will focus on problems in developing and maintraining large software systems: software architecture, feature interactions, testing and verification, program understanding, visualization, reverse engineering, software evolution.

The University of Waterloo has one of the largest Software Engineering research groups in the country, involving 11 full-time faculty members from the Departments of Computer Science and Electrical & Computer Engineering. These two departments together have over 100 faculty members, and have a long history of collaborating with each other on undergraduate programs and research projects. In September 2001, the two departments will initiate a jointly sponsored undergraduate degree in Software Engineering. More information can be found at: http://www.math.uwaterloo.ca/Faculty/SoftwareEng/.

Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to Director: Dr. Joanne Aflee, Software Engineering, University of Waterloo, Waterloo, Ontario, Canada N21, 3G1; see director@sc.uwarefloo.c. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence during the zoo1 calendar year. Applications will be considered as soon as they are complete and as long as positions remain available.

The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

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THE UNIVERSITY OF WINDSORI INVEST applica-tions for a tenure-track position in Mathematics and Statistics in the area of Statistics commenc-ing July 1, 2001. For details visit our website at viewn usundsor calfacultypositions. Contact: Dr. Haulod Attinon, Head, Economic, Mathemat-ics & Statistics, University of Windsor, Windsor, ON, 1993 BP4, Let 1912 523 3009, ext. 3017, fax: 519 971.3649, email: htat@uwindsor.ca

MATHEMATICAL SCIENCES

MATHEMATICAL SCIENCES

THE UNIVERSITY OF ALBERTA — The Department of Mathematical Sciences, invites applications for an Asstanta Arlosion tensue according to the Asstanta Arlosion of the Asstanta Arlosion for a person with a superbie season in the continuar around a country of the Asstanta Asstanta Arlosion and Asstanta Arlosion and Asstanta Arlosion and Asstanta Arlosion and Asstanta As

MATHEMATICS

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women, members of visible minorines, abough women, members of visible minorines, abough the Designation of the Comment of Mathematics pleased to nive application is one full-time tenue track position, subject to final budgetary approved, at the Assistant Polieton level, commencing July 1, 2001, or as soon as possible there after, Minimary and the Assistant Polieton level and the Assistant Poli

The Canadian Association of University Teachers Announces the 33nd Annual

J.H. Stewart Reid Memorial Fellowship for 2001–2002 Doctoral Studies

The J.H. Stewart Reid Memorial Fellowship has been established through voluntary contributions to honour the memory of the first Executive Secretary of the Association

- Details:

 One fellowship in the amount of \$5000

 Tenable for a doctoral program in any field of study at any Canadian university

Application Closing Date: April 30, 2001

The Fellowship recipient will be announced in July 2001. An announcement will also appear in a fall edition of the CAUT Bulletin.

- Qualifications:

 Registration in a doctoral program at a Canadian university.
- Canadian citizenship or residence in Canada with landed immigrant status from April 30. 2000 or earlier.
- · Candidates must have completed their comprehensive examinations, or equivalent, and have had their Doctoral thesis proposal accepted by April 30, 2001.

 • A first class academic record in a graduate
- program.

For further information and application forms, write to: Peggy Richer, Awards Officer, Canadian Association of University Teachers 2675 Queensview Drive, Ottawa, Ontario K2B 8K2; richer@caul.ca or visit our web site at stewartreid caut ca



Communication de l'Association canadienne des professeures et professeurs d'université

La 33^e bourse annuelle J.H. Stewart Reid pour études doctorales 2001-2002

La bourse à la mémoire de J.H. Stewart Reid est constituée de dons volontaires consentis par des personnes et des organismes en témoignage de gratitude à l'égard du premier secrétaire général de l'Association

- Une bourse d'études de 5 000 \$
- Offerte pour les programmes de doctorat de tous les domaines dans une université conadienne
- D'une durée d'un an

Date limite des demandes : 30 avril 2001

Le nom du lauréat ou de la lauréate sera aunoncé en juillet 2001. Il sera aussi annoncé dans un numéro de l'automne du Bulletin de l'ACPPU.

Conditions :

• Être inscrit dans un programme de doctorat dans une université canadienne.

- · Étre citoyen canadien ou résident canadien à titre d'immigrant reçu depuis le 30 avril 2000 ou avant.
- · Avoir terminé les examens de synthèse ou l'équivalent et avoir vu son project de doctorat approuvé avant le 30 avril 2001.
- Avoir des notes scolaires excellentes dans un programme de 2° ou 3° cycle

seignements et formulaires de demande : Peggy Richer, agente des bourses, Association canadienne des professeures et professeurs d'université, 2675, prout. Queensview, Ottawa ON K2B 8K2; richer@caut.ca ou visiter notre site : stewartretd.caut.ca.



MEDICINE

MEDICINE

DALHOUSIE UNIVERSITY AND THE QEI HEALTH SCIENGES CENTRE. The Division of Physical Medicine and Rehabilitation is setting applications of the property of the propert

MUSIC

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"UPEI faculty are wonderfully focused on students and also on their research. We share new ideas with each other, help each other with problems, and are building a whole new campus community. I've taught and worked in other places, but I love

Elizabeth Epperly
Professor (English)
Past-President and Vice-Chancellor, UPEl
Montgomery scholar and founding chair of the L.M. Montgomery Institute

"I could not be more proud of the faculty we have recruited to UPEI in recent years. They are exceptional researchers and teachers building on opportunities to work with fine colleagues, students, and community partners in advancing knowledge and learning.

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Professor (Clinical Pharmacology)
Founder/Director, Laboratory of Comparative Pharmacogenetics
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"Over the past ten years I have felt a growing sense of excitement on this campus as new faculty have come on board, new programs have been approved and old programs have been remodelled. It is an exciting, dynamic place to work—I am very proud to be a faculty member at UPEI.

Debbie MacLellan Associate Professor and Chair, Family and Nutritional Sciences

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The University of Prince Edward Island is committed to gender equity in employment. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.



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 Creative Aris Education—Assistant Professor full-time/tenure track
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- Philosophy
 Assistant Professor (Applied or Pure Mathematics) full-time/tenure track
 Philosophy
 Assistant Professor 12-month, half-time term position
- Psychology
 Assistant Professor—full-time/tenure track

For more details, please refer to the classified section

of this issue or visit www.upei.ca/-humanres/

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anned by calling the aftirmative action office at 416) 736-5713. In accordance with Canadian rejunements, this advertisement is directed to canadian citizens and permenent residents.

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Fease note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they sell identify if the Department of Music welcomes applications from women, racial/virially morosities, persons with disabilities and abong-nial people. The affirmative action programme can be found on this view set at www.prefu can of a copy can be obtained by calling the alternative action programmen and the programment of the control of the programment is directed to Canadian entirens and permanent residence.

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THE UNIVERSITY OF VICTORIA — The School of Muller innets applications for a tenue-track postston in Musicology at the level of Austrant professor. And other school of the level of Austrant Carlos and portions of a conclude deeper, evidence of active scholaring and pormise of excellence in research under the concludence of Contract of the concludence of Contract in the contract in the

ppointment made. Application deadine: Maci., 2001. Candidate should send a letter of apilication, a CV, and relevant meterials to: Proessor Michael Longton, Director, School of Muic, University of Victoria P.O. Box 1700 Victoria, C VBW 2Y2: phone. (250) 721-7902-48x. (250) 21-6597: web http://finears.vivic.cs/music.

—The Department of History and Fine Arts in the School of Arts and tetters invited applications for a femine such production provision, which was a femine such consideration and the many subject to influence and the many subject to influence and the many subject to influence and the subject to influence and the subject and subject to influence and subject and subj

NEUROLOGY

MCGILL UNIVERSITY — The Department of Neurology and Neurosurgery and the Brian Neurology and Neurosurgery and the Brian Concologial Institute and Hospital Institute applications in the assistant, associate of full professor level, for a tenued or non-tenued power. Candidates must have outstanding clinical teaching and research the second of the Concologial Institute and the Conduct of either grains supported based on the Conduction of the Concologial Institute and the conduct of either grains supported based a letter descholing their interests and currencium vites to 0. Relando Del Maetto, Clinical Sea and Concologial Institute and Concologial Institute and Concologial Institute and University in Soft University Forte Spicial FIZIO, Montreal, QC, Canada, H3A 284 in accordance with Canadan Immigration requirements, this adversisement is directed to Canada incitized and perminent residents of Canada. McGill University is committed to equity in expirigent. Applications should be received by projement. Applications should be received by

NURSING

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Canada Research Chair NATURAL PRODUCTS and experience. Please submit a curriculum vitaand the names, addresses and telephone numbers of three referees by March 9, 200 to Conpebition No. BIFACOO(CB), Employee Relation Division, Okanagan University Coffeeg. 1000 K.L.O. Rodd, Kelowna, BC VYY 478. Applications mabe Laxed to (250) 862-9475, or e-mail your application to. et applications floatingaps bc. 20

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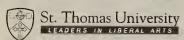
THE UNIVERSITY COLLEGE OF CAPE BRETON
The Pepartment of Behavioural and Life
Sciences in the School of Science and Technol
ony at the University College of Ege Erdon invites applications for a tenure-track position,
subject to funding, at the rank of Assistant Professor to commence July 1, 2001. Under the disection of she Department Chair and the School
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two additional courses within the scope of the
Department of Behavioural and Life Sciences
(Biology, Psychology, and Nusring) should accompany the application. The positions is subject.

OBSTETRI

MCMASTRUNIVE/SITY — The Department of Obstetrics and Gyrecology, Facility of Health Sciences invites applications for Establish Sciences invites applications for Susciales Profession/Head of Regroduct the Touckology, Heappropriate candidate will possess an MD andor a PhO degree in Health possess an MD andor a PhO degree in Health possess an MD andor a PhO degree in Health possess, and Health per considered and the Company of the Company

Doctoral Fellowship in Roman Catholic Theology

Applications are invited for the Dectoral Fellowship in Roman Catholic Theology for the period September 1, 2001 to June 30, 2002. The Fellowship is non-renewable and made available for the University under the auspices of its John XXIII Chair of Studies in Catholic Theology. Applicants will have completed all course work and residence requirements for the doctoral degree in Catholic Theology of a related discipline, e.g., Church History, Moral Theology, Sacred Scripture) at a recognized Roman Catholic theological aculty. Candidates should have passed all preliminary examinations, completed research for the dessertation, and be within eight months of finishing it. As circumstances permit, the Doctoral Fellow may be called upon for university and public lectures as well as to serve as a resource person for some diocean/parish activities in accordance with the terms of reference of the Chair. In some instances, the Fellow may be invited to teach a maximum of one undergraduate course (3 credit hours). The holder of the 2001-2002 award will receive \$20,000 and an allowance of \$1,000 to cover moving and other related research expenses. Applications, including a curriculum vitae and three letters of reference, should be sent to Rec. John Jennings, Coordinator, Chair of Catholic Theology, St. Thomas University, Fredericton, N.B. Closing date March 15, 2001, or when position is filled.



Canada Research Chair in Mathematics

Faculty of Arts and Science

Concordia University's Faculty of Arts and Science has designated to its Department of Mathematics and Statistics a position to be filled through the Canada Research Chairs Program. The Department is seeking a highly qualified candidate to fill this position, at either the senior or junior level.

In order to successfully compete for a Canada Research Chairs award, the candidate is expected to have an outstanding research profile, an innovative and original research program, and the ability to attract excellent graduate students.

The Department of Mathematics and Statistics offers a wide range of undergraduate programs, as well as a Master's and PhD program. It has strong research teams in the areas of Mathematical Physics, Number Theory, Dynamical Systems and Statistics. The Department is one of the largest in Concordia's Faculty of Arts and Science, with more than 500 undergraduate and 65 graduate program students and 28 full-time faculty members.

Applications should include a curriculum vitae, a list of publications, a research proposal, an account of teaching experience, and the names of five referees. Please forward all applications to:

Dr. Joel Hillel, Chair
Department of Mathematics and Statistics
Concordia University
7141 Sherbrooke St. West
Montreal, Qc. H4B 1R6 Canada
tel: (514) 848-3235 fax: (514) 848-2831
e-mail: math.chair@discrete.concordia.ca

Review of applications will begin on February 15, 2001 and will continue until the position is filled.

For further information about Concordia University's Faculty of Arts and Science and the Department of Mathematics and Statistics, visit us on the Web at http://artsandscience.concordia.ca

Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.



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PEDIATRICS

MCGALL UNIVERSITY AND SERIMENS MOSPITAL

FOR CHILDREN.—Seek a Pediatrician at the Assistant Professor level to participate in the dissistant Professor level to participate in the dissistant Professor level to participate in the discil seesach ingoine at the Shonen Hoppital

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PHARMACEUTICAL SCIENCE

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DALHOUSIE UNIVERSITY — Philosophy De-partment. Applications are invited for a tenuite track research appointment at the level of As-stant of Associale Profession effective July 1, stant of Associale Profession effective July 1, pages appointment of Associal Profession of Profession pages appointment of Association of Profession of Pro

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PHYSICAL EDUCATION

PHYSICAL EDUCATION

BROCK UNIVERSITY — The Department of Physical Education is seeking an individual capable of delivering base and advanced couner of the physical Education is seeking an individual capable of delivering base and advanced couner of the physical Education and Kinesulogy. This position is officed as a probationary tenue catachy principle of the physical Education and Kinesulogy. The committed to accelerate to be indexing and capability a

PHYSICAL SCIENCE

THE UNIVERSITY OF ALBERTA — Faculty of

RYERSON POLYTECHNIC UNIVERSITY

Canada's leading university for applied education with over 40 career-oriented undergraduate and graduate programs, distinguished by their relevant curriculum and applied research, scholarly and creative activities. Canada's largest Continuing Education Division, offering courses and certificates for personal and professional development.

FACULTY OF BUSINESS Tenure Track Positions

Ryerson's Faculty of Business is Canada's largest, English-speaking Bachelor of Commerce program. It includes four schools: Business Management, Information Technology Management, Hospitality & Tourism Management and Retail Management. Together, these schools comprise a full-time tenured faculty complement of 82, providing B. Comm. programs to 3,600 full-time and 1,400 part-time students, as well as degreelevel continuing education courses to 14,000 students. Our programs enjoy a strong reputation in the industry producing graduates who are the "leaders of tomorrow." The Faculty provides an environment that supports a variety of scholarly, research and creative activities. It includes three faculty-based research centres and looks forward to future involvement in focused graduate programs. Appointments will generally be at the Assistant Professor level, but may be at the Associate Professor level for qualified candidates.

SCHOOL OF BUSINESS MANAGEMENT

OCHOUL OF DUSINESS INTANAGENTENT

Located in the heart of Toronto, Ryerson's School of Business Management is ideally situated to educate the business leaders of tomorrow and conduct strategic business research. As a growing business school, we ofter excellent opportunities for academic career advancement Our Business School graduates over 700 students each year with Bachetor of Commerce degrees in Accounting Economics and Management Science, Finance, Human Resources Management, Management and Interprise Development and Marketing We admit both high school graduates and university transfers into our first year, we also grant advanced standing into the third year of the program to the top graduates from 3-year community college business programs. We provide a well-rounded, applied business education. We also offer a wide range of opportunities for students to study abroad with one of our many international partners, or participate in our internship program. By the time our students graduate, these "Leaders of Tomorrow" are well prepared for a rewarding career and lifelong learning.

Enterpreparagementship. Innovantion and Strategy

Entrepreneurship, Innovation and Strategy

Entrepreneursnip, innovation and strategy

The School invites applications for one tenur-track position in the Enterpreneurship, Innovation and Strategy area, effective September 1, 2001 The successful candidate is expected to hold a PhD or a DBA; an MBA with in-depth experience in entrepreneurship and/or strategy, with a disease to undertake applied research in enterpreneurship, may also be considered. The ideal candidate will have some university teaching expenence and/or experience in creating successful business ventures, either inside a corporate environment or on a stand-alone basis Research at Byerson focuses on application and practice, and the successful applicant will be expected to undertake schodarly research in the arra, as well as protide leadership in developing the area of entrepreneural studies to be one of the best in Canada. The appointment will be as an Assistant Professor or commensurate with current status in another university

Marketine: The Advantage of the Commensurate with current status in another university

Marketing

WAIKETING

Due to increased demand for our Bachelor of Commerc degree, we need to expand our full-time faculty. Accordingly, we invite applications for two tenure-track positions in the Marketing Area, effective August 1, 2001. The successful candidate must hold a PhD in Marketing or a closely-related business field with at least 3 to 5 years of successful experience in marketing management, and be able to teach and undertake research in one or both of the following acrass. Digital Environment (B2B) and Glohal Marketing. The successful candidate will have a demonstrated interest in academic or business research, and will work closely with colleagues both within the University and in the Marketing Area. Ryerson also expects the candidate to have leadership abilities, contribute high-quality, technologically-enabled instruction in the class room, and participate in the review and ongoing development of the marketing curretum Positively-evaluated teaching experience at the university levels preferred Earth appointment will be as an Assistant Professor or commensurate with current status in another university

Accounting

We invite applications for three teniure truck positions in the Accounting Area, effective August 1, 2001. The successful candidates are expected to fiold a PhD or be in a PhD program and also hold an accounting designation. Preferred candidates will have tenching experience at the university level, and a specialty in assurance services, accounting information technologs, financial accounting, managerial accounting or taxation. Ryerson's research mandate requires faculty to develop their scholarly activities in terms of applied knowledge. The candidates will work obey by with colleagues both within the University and in the accounting profession, and are expected to be able to contabine to the leadership of the accounting profession, and are expected to be able to contabine to the leadership of the accounting that and the School of Business Management as well as provide high-quality education for their students. The ideal candidates are also expected to participate irrithe review and development of an accounting curriculum relevant to an undergradiate business school. Each appointment will be as an Assistant Professor or commensume with current status in another university. Salary and benefits are competitive

For all School of Business Management positions, applicants should submit their curriculum vites and teaching evaluations, if any, by February 28, 2001, to: Lee Maguire, Associate Dean, School of Business Management, Email Imaguire@ryerson.ca

Ryerson Polytechnic University has an eiaphyment equity program and encourages applications from all qualified indicabals, including aboriginal peoples, persons with distributes, members of existio mitorities and wannen Members if designated groups are encouraged to self-identify to accordance with Ganadam hamilgration requirements that submitted and its distribution in Canadian citizens and permanent residents of Ganada.

SCHOOL OF HOSPITALITY AND TOURISM MANAGEMENT

AND TOURISM INIANAGEMENT

The School of Hospitality and Tourism Management delivers a four-year Bachelor of Commerce program to approximately 500 undergraduate students. The program offers a unique balance of applied, integrated education for the development of managers and leaders in the Carnadian and International hospitality and tourism industry. The School invites applications for one tenuretrack appointment, effective september 1, 2001. Applicants are expected to have at least 5 years of senior-management experience within the hospitality and/or tourism industry and hold a relevant masters degree: a doctorate is preferred. The School is searching for applicants with extensive knowledge in the field of hospitality and fourism management, with teaching/training experience, proven research capabilities, and a communent to participate in the development and execution of an innovative applied research facility. Potential candidates should be able to demonstrate operational, technological, and financial expertise at the senior-management level. As well, applicants are expected to assist in the strategic development of the School, participate in curriculum design, use computer technology for cause delivery, advise students, participate on departmental, freutly and/or university committees, and maintain industry and association contexts. Applicants are invited to submit a letter, outlining their effectives, by March 15, 2001, to Department Appointments Committee, School of Hospitality and Tourism Management. For further information about the School of Hospitality and Tourism Management.

SCHOOL OF RETAIL MANAGEMENT

SCHOOL OF RETAIL MANAGEMENT

The School invites applications for two tenurestack positions in the newly created School of Retail Management, effective August 1, 2001 This undergraduate program is the first Bachelor of Commerce degree program in Retail Management in Canada and is supported by an Advisory Board comprised of Canada's leading retailers. The School recently baunched a \$100 million fundratising campaign dedicated to scholarships, enhancement of the one-tanguis program, Internet elelivery of courses and research chairs in service Quality Management and Logistics and Supply Chain Management. To date, \$1 million has been nisted. The successful candidate will have a 170 or relevant muster's degree with retail experience at a senior level. The ideal candidate will have a tack record of research in one of the following areas: customer service, logistics and supply chain management, buying, retail strategy, retail technology Byerson's research mandate requires faculty to develop their scholarly activities in terms of applied knowledge that leads to working closely with colleagues both within the University and the retail industry These positions offer the opportunity to collaborate with researchers at Ryerson's Centre for the Study of Commercial Activity The curriculum for the 4year Bachelor of Commerce undergraduate program is delivered using technology-enhanced distance delivery as well as through class-room-based learning teadership in curriculum are essential. The appointment will be at the Assistant or Associate Professor level or commensuate with current status in another university. Applicants should submit their curriculum vice, by March 15, 2001, to: Doma Smith, Director, School of Retail Management.

ALL applications should be sent to Ryerson Polytechnic University, 350 Victoria Street, Toronto, Ontario, Canada, MSB 2K3 Although applications will be accepted until these positions are filled, only those submitted by the due date are assured full consideration.



PHYSICS & ASTRONOMY

ons to apply in accordance with the Canadian immigration requirements, this advertisement is disected to Canadian citzens and permanent residents. Applications containing a curriculum vistae, a statement of future research plans and the names of up to four referres should be sent by March 2nd, 2001 to: Prof 1 T Tiredy, Head, Dept. of Psycac Actionneys. The University of British Columba, 6224 Agricultural Road, Vancouver, BLC VST 122, Canadia

PHYSICS

TRENT UNIVERSITY — The Department of Physics invites applications for a neurotrack portion at the Austrant Plotisson level to Commerce July 01, 2001, subject to budgetary approval Candidales should have a background in separemental or theoretical physics and some the part of the part

boksprund on our department and the region. Recent Candids in misthers growed exemptional opportunities for additional funding to support university research. These include the Candid Foundation for Innovation (www.nnovation.ca). He Candids instead of the Candids foundation for Innovation (www.nnovation.ca). He Candids institute for Advanced Research the Candids institute for Advanced Research exemptions of the Candids institute for Advanced Research exemptions of the Candids institute for Advanced Research exemptions of the Candids of the Candids institute for Advanced Research exemptions of the Candids of the

tucker Neuwindsor ca CONCORDIA UNIVERSITY — Faculty of Arts of Science has up to six limited-term appoint-ments available to teach introductory courses in Political Science. Please see our full-page display ad in this "ire".

POLITICAL STUDIES

POLITICS

PSYCHOLOGY

THE UNIVERSITY COLLEGE OF THE CARIBOO

— The Department of Psychology. Duties:
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Senior Biostatistician Queens NCIC Clinical Trials Group

The Clinical Trials Group of the National Cancer Institute of Canada an Queen's University in Kingston, Ontario is seeking a senior biostatistician. Candidates should have a PhD in Biostatistics or a closely related discipline and prior experience in collaborative elinical trials, preferably in a cancer cooperative group. Duties include providing statistical input into the design and analysis of a broad portfolio of cancer clinical trials. Some teaching and graduate supervision is also expected.

An appropriate academic appointment in the Department of Community Health and Epidemiology will be available for the suitably qualified applicant. The candidate will also be encouraged to apply for cross appointment in the Department of Mathematics & Statistics.

This will be a three year Special Appointment with possibility of renewal. Salary commensurate with qualifications and experience. Canadian citizens and permanent residents will be considered first for this position. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

Reply in confidence with curriculum vitae and list of appropriate references by February 28th, 2001 to:

Dr. Joseph Pater, Director NCIC Clinical Trials Group Queen's University 82-84 Barrie Street Kingston, Ontario K7L 3N6

Educational Technology

Tenure-Track Position, Faculty of Arts and Science

Concordia University's Department of Education invites applications for a tenure-track position in Educational Technology at the Assistant or Associate level. Candidates must have demonstrated competence in human performance technology (HPT); additional areas might include educational computing, distance education/E-learning, cognitive sciences, multimedia design, and/or formative evaluation. The candidate will be expected to teach, supervise students and develop a strong research program. Applicants should hold a PhD. A knowledge of French will be considered an asset. Applications should consist of a covering letter, a curriculum vitae, selected publications and the names of three references. Please forward applications to:

Dr. Richard Schmid

Chair; Department of Education

Concordia University; 1455 de Maisonneuve Blvd., West, Suite LB 579

Montreal, Quebec; H3G 1M8

You may forward applications electronically to schmid@education.concordia.ca. Review of applications will begin on February 15, 2001 and will continue until the position is filled.

Hiring is subject to budgetary approval.

This advertisement is simultaneously directed to Canadian citizens and permanent residents of Canada and to non-Canadians. Under current Canadian immigration guidelines, the dossiers of Canadian citizens and permanent residents must be examined in the first instance, after which the applications of others will

Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.



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sty College of Cape Braton, P.O. Box 5300, 5yd-ney, Nova Scotta BIP 612. The street address it 1250 Grand Lake Road, Sydney, NS BIM IA2; Tax number (902) 553-1458. Applications must be received no later than 4 p.m., February 16, 2001 Visit our web site to learn more about UCCB http://www.uccb.ns.ca

PUBLIC POLICY

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MOUNT SAINT VINCENT UNIVERSITY — Department of Public Relations. Applications
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They should also be prepared to conduct research in the discipline and to start the supervision of a co-operative education program.

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RELIGIOUS STUDIES

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Program of Religious Studies. Assistant Professor 10 month term beginning 1 September 2001. The appointment may be extended for another year, subject to budgetary approval A PhD is preferred, with a beginning 1 September 2001. The appointment was be extended for another year subject to budgetary approval. A PhD is preferred, with a special action to Wetter ne Religion emphasizing deceased alternation where the Religion emphasizing deceased action of the text the introduction young to be required to text the introduction young to be required to text the introduction young to be required to text the introduction young to decease and scholarship and exist the support of the second property of the s

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3. Secteur Arts et Lettres :

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Volr description détaillée de ces postes et de leurs exigences à l'adresse Web suivante : http://www.cuslm.ca

Ctôture du concours : 1º mars 2001

Faire parvenir volre curriculum vitae et le nom de trois répondants ou répondantes à

M. Jean-Guy POITRAS, directeur des services pédagogiques Campus d'Edmundston Université de Moncton 165, boulevard Hébert Edmundston, Nouveau-Brunswick E3V 2S8

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WILFRID LAURIER UNIVERSITY

Interdisciplinary Studies

Wilfrid Laurier University invites applications for a fullwhith Laurier University inviers applications for a full-time position at the Assistant Professor rank for its new program in Contemporary Studies, which is taught at Laurier's Brantford campus. The position will be a two-year limited-term appointment. A tenure track position in this field may be available in the future.

Responsibilities will include teaching in the Contem-Responsibilities will include teaching in the Contemporary Studies program and the development of a multi-disciplinary third year course entitled "Culture and Representation," intended as a study of culture and rep-resentation which explores the issues which arise in attempts to understand the aesthetic, cultural and hisaccentions to understand the assument, clurical and mis-torical context of texts, space, visual imagery, the mass media and personal interaction. The position will involve other teaching, and tutorial and administrative duties consistent with a regular teaching load at Wilfrid Laurier University.

Applicants are expected to have a PhD in a relevant discipline, a demonstrated interest in interdisciplinary research and teaching, and an interest in working on a small campus which emphasizes a close knit student-faculty community which provides students with ample opportunities to meet and interact with their professors.

covering letter, a curriculum vitae, and three letters of reference to:



Dr. Leo Groarke
Dean of the Brantford Campus
Wilfrid Laurier University
73 George St.
Brantford, ON N3T 2Y3

The deadline for applications is February 28th. For information on Laurier Brantford, please visit our website at http://www.wlu.ca/~wwwbrant.

In accordance with Canadian immigration require macrotunce our Canadian immigration require-ments, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The Uni-versity is committed to employment equity and welcomes applications from all qualified women and men, includ-ing persons in a visible minority, persons with disabili-ties, and aboriginal people.

HEAD, DIVISION OF PHYSICAL MEDICINE AND REHABILITATION DEPARTMENT OF MEDICINE THE UNIVERSITY OF BRITISH COLUMBIA AND THE VANCOUVER HOSPITAL & HEALTH SCIENCES CENTRE

The University of British Columbia and the Vancouver Hospital & Health Sciences Centre invite applications for an academic position as Head of the Division of Physical Medicine and Rehabilitation, UBC Department of Medicine. The selected candidate will be dynamic, innovative, and energetic with a distinguished record in clinical research, teaching, administration and coordination of delivery of care.

The successful candidate will have a FRCPC or equivalent in Physical Medicine and Rehabilitation and will have a strong academic background with solid administrative experience.

Salary and rank will be commensurate with qualifications and experience. This position is subject to final budgetary approval.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents, UBC and VHHSC hire on the basis of merit and are committed to employment equity. We encourage all qualified persons to apply.

This is a tenure-track position beginning July 1, 2002. Please submit a letter of application, CV and names and addresses of at least 3 referees no later than March 31, 2001 to:



Dr. G. B. J. Mancini Eric W. Hamber Professor and Head Department of Medicine University of British Columbia Vancouver Hospital & Health Sciences Centre 950 West 10th Avenue Vancouver, BC V5Z 4E3

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SOCIAL SCIENCES

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SOCIAL WORK

YDRK UNIVERSITY — The School of Social Work, Attimson Facility of Liberal and Professional Studies, invites applications for two tenure-stream positrors at the assistant professor level to begin July 1, 2001. The appointments are subject to budgetary approval. The

mission of the Advision faculty is to provide a single of liberal aris and indications of the proper and provides and in a provides and provides and the proper and faculty in the provides and full lime best. The School of Social Work offers both 85W and MSW programs. The School is committed to critical and anti-oppers son approaches to social work research, pedson and provides and the social work. Preference will be given to those who have completed or are not employed or a social work. Preference will be given to those who have completed or are not employed or a document of degree with demonstrated achievement fine testial for such achievement and provides will be expected to continuous to both the 85W and MSW degree programs. The ability to teach critical, multi-level practice would be considered and MSW degree programs. The ability to teach critical, multi-level practice would be considered and MSW degree programs. The ability to teach critical, multi-level practice would be considered and the social work. As well as the critical work and the arms and contact information of their reference by Februry 3, 2001 to CP Suan MGcath. Chair of Search Committee, School of Social Work, Komern Bustlings, Aftrainer Section (1998), and MSW degree and Contact information of their reference and contact information of the reference by Februry and United Section (1998). The section of Section 1998, and the section of the activity of the section of

tions for a tenure-track position in Social Work at the rank of assistant professor commencing July 1, 2001. For details visit our website all www.uwindsor.ca/facultypositions. Contact. Dr. Frank Hawkins, Director, School of Social Work, Interview of Winder. University of Windsoi, Windsoi, ON, N98 3P4, tel: 519.253.3000, ext 3067, fax: 519.973.7036; email: socyork@uwindsoi.ca

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Le Bulletin est publié dix fois pendant l'année universitaire, une fois chaque mois, de septembre à juin.

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THE UNIVERSITY OF TORONTO — The Qepartment of Statistics mives applications for a trouve-stream appointment at the Assistant Forlessor level starting July 1, 2001. Duties will induse research, undergraduate and graduate lasticing adminishment in graduate lasticing and involvement in graduate levels in research and a doctoral degree are required Applicants from all mass of statistics will be considered, including applicants with an interdisciplinary background in a related area such as, for example, image processing, and application with curriculum vitae, graduate transcripts and reports should be sent to Professor Nancy Red Char Department of Statistics, University of Institute Only and Population with curriculum vitae, graduate transcripts and reports should be sent to Professor Nancy Red Char Department of Statistics, University of Institute Only and Population of Statistics, University of Institute Only and Population of Statistics, University of Institute of Statistics, University of Institute Only and Population of Statistics, University of Institute of Institute

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The UNIVERSITY of WESTERN ONTARIO

Director, School of Kinesiology

Applications are invited for the position of Director, School of Kinesiology, the Faculty of Health Sciences. The successful applicant must have a commitment to quality undergraduate and graduate teaching, a strong research record and administrative experience. The Director is expected to be a tenured member of the professorate and show leadership in all academic activities of the School.

show leadership in all academic activities of the School.

Established in 1948, the School of Kinesuology is one of the most distinguished Schools in its field in North America, with approximately 1,100 undergraduate and 65 graduate students. At the undergraduate level, the School offers both a 4-year Honors Bachelor of Science, as well as a 3-year General degree. Graduate-level study is offered at both the Doctorate (PhD) and Masters (MA, MS) levels. The School is home to a number of specialized research and training centres, including: the Canadian Centre For Activity and Ageing; the International Centre For Olympic Studies, Fowler/Kennedy Sport Medicine Clinic Weider Chair in Exercise Nutrition; the Human Motor Performance Laboratory; the Exercise Pergonancy Laboratory; and a Canadian National Development Centre for men's wrestling and Canadian National Centre for women's rowing. The School of Kinesiology is the administrative home for Intercelligate Athletics & Campus Recreation-Further information is available at www.uwc.co/fbs.

The effective date of the appointment is duly 1, 2001 and is normally for a five-year term, renewable. The current Director will not be a candidate for this position. Nominations and applications lincluding curriculum vitae, names of three referees which will be regarded as confidential until interview candidates have been determined) for both internal and external candidates are required by Pebruary 16th, 2001 and should be submitted to:

Dr. A. N. Belcastro, Dean Faculty of Health Sciences Health Sciences Addition, Room H124 The University of Western Ontario London, Ontarlo, Canada N6A 5C1

Positions are subject to budget approval. Canadian Citizens and Permanent Residents will be considered first for this position. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encour ages applications from all qualified individuals including women, visible minorities, aboriginal persons and persons with dissolities.

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Privatizing the University — The New Tragedy of the Commons

By JAMES ROBERT BROWN

In recent years, we have all watched the increasing commercialization of the campus. The numerous advertising posters and the golden arches of fast food outlets may be an affront to our aesthetic sensibilities, but they are, arguably, no worse than ugly. Some of the other new features of commercialized campus life do, however, constitute a serious threat to things we rightly revere. "Privatization" and the "business model" are the potential menace.

an increased dependence on industry and philan-thropy for operating the university; an increased amount of our resources being directed to applied or socalled practical subjects, both in teaching and in research; a proprietary treatment of research results, with the commercial interest in secrecy overriding the public's interest in free, shared knowledge; and an attempt to run the university more like a business that treats industry and students as clients and us as service providers with something to sell. We pay increasing attention to the immediate needs and demands of our "customers" and, as the old saw goes, "the customer is always right."

Privatization is particularly frightening from the point of view of public well-being. A researcher employed by a university affiliated hospital in Canada, working under contract with a pharmaceutical company, made public her findings that a particular drug was harmful. This violated the terms of her contract, and so she was fired. Her dismissal caused a scandal, and she was subsequently reinstated. The university and hospital in question are now working out something akin to tenure for hospital-based researchers and guidelines for contracts, so that more public disclosure of privately funded research will become possi-ble. This is a rare victory and a small step in the right direction, but the general trend is the other way. Thanks to profit-driven private funding, researchers are not only forced to keep valuable information secret, they are often contractually obliged to keep discovered dangers to public health under wraps, too. Of course, we must not be too naive about this Governments can unwisely insist on secrecy, too, as did the British Ministry of Agriculture, Fisheries, and Food in the work they funded in connection with the bovine spongiform encephalopathy epidemic. This prevented others from re-viewing the relevant data and pointing out that problems were more serious than government was letting on.

A recent study 1 found that more than one-third of the

recently published articles produced by University of Massa chusetts scientists had one or more authors who stood to make money from the results they were reporting. That is, they were patent holders, or had some relationship, for exam-ple, as board members, to a company that would exploit the results. The financial interests of these authors were not mentioned in the publications. If patents are needed to protect public knowledge from private claims, then simply have the publicly funded patent holders put their patents in the

public domain or charge no fee for use.

In another case, financial institutions donated a very large sum to a Canadian university economics department to study "the effects of high taxation on productivity." The results may influence government policy. In such cases, the public and its political decision-makers get information only of a certain kind, because there is no private, well-funded foun-dation called The Consortium of Single Mothers on Welfare that bestows similar massive funding to discover the effects of poverty on the development of children. Public policy decisions should be based on a variety of sources of information, but the privatization of research means that one point of view — guess who's? — will tend to prevail. Publicly funded science, though far from perfectly serving all interests, has at least a chance of serving more.

Even philanthropic groups can and sometimes do skew research and teaching. The Templeton Foundation, for exam-ple, offers awards to those who offer courses on science and per, ones awards to those who other courses on science and religion.² I teach such a course myself and feel the temptation to seek one of their awards. It seems innocent enough; after all, I am already teaching the course and they are not telling me what I have to believe. Moreover, they will put \$5,000 in my pocket and give \$5,000 to my chronically underfixed described.

funded department. Everybody wins, so why say no?

There are several reasons. First, it skews the curricu lum. A department might well offer a Templeton-type course

because they need the money, when what their students need

is a regular philosophy of religion or philosophy of science course (perhaps offering both in alternate years).

Second, although the Templeton Foundation does not prohibit atheists from winning their awards, they do insist that a certain type of literature be covered, namely, literature that sympathetically explores the science-religion connection. Top scientists are overwhelmingly nonbelievers, yet the material in a typical Templeton course gives the students the material in a typical Templeton course gives the students the misleading impression that science and religion are in nearly perfect harmony and disagreements are merely over details. Sound pedagogy is sacrificed, thanks to privately con-

trolled funding.

Third, it is a degrading step down a slippery slope. If religious foundations can fund science and religion courses, then why can racist foundations not fund race and IQ courses? (They already fund racist research.) Even if they do not tell us what the course content must be, their courses give respectability and credence to views which merit neither. (It is a naive educator who believes that students may be presented with rival views and then be left to make up their own minds.) Philanthropy without strings is an unqualified blessing. But when it comes with its own axe to grind, then

we had better say no.

To raise funds, many universities have instituted a system of matching grants. If an endowed chair costs, say, \$2 million to fund, a donor perhaps need only give \$1 million, and the university will provide the rest. But where do these matching funds come from? Usually every university department loses a bit of its budget in order to build up a pool. Do they get it back in the form of an endowed chair, Some do and some do not. The relatively applied and the headline-grabbing fields do rather well on this scheme, but the so-called pure sciences and especially the humanities are being decimated. A match ing funds scheme takes decision-making out of the hands of academics and gives it to donors. We may think that our limited resources should go to, say, Byzantine history or evolutionary biology, but applied research is more likely to be popular with donors who are now empowered by the matching grants procedure to redirect our limited funds.

We are also asked to prepare our students more directly with the skills needed in the business world. Training in the pure sciences and humanities is taken to be obviously im-practical. The government of Ontario, for instance, surveyed recent university graduates with an eye to "skills matching." The survey asked to what extent one's education provided the skills used and needed on the job. Dentists reported a 98 per cent match, computer scientists reported 95 per cent, and engineers reported 91 per cent, whereas those in the humanities that their education matched the needed job skills only to 55 per cent. I suppose an intimate knowledge of Aristotle's Metaphysics does not help decision making in investment banking. But if we look for specific skills, we miss the real utility of a liberal arts education: the develop-ment of general analytic and writing abilities. It is these general skills that make those educated in the liberal arts so valuable to industry, to government, and to the larger community. It is a very short-sighted society that would eliminate

this in favor of more applied education.

When Derek Bok was president of Harvard, he warned that strong leadership would be needed to protect our research goals from the eroding effects of commercial concerns. He was right to sound the alarm. It will take a great deal more than strong leadership in the university. It will require massive government protection and promotion of public knowledge. Patent laws, for instance, must not allow the privatization of the public good. University research must be funded overwhelmingly from the public purse. And the public – rather than corporations or individual scientists (or even secretive governments) – must own the results. To achieve this, regular academics must take up the cud-

gels. If they make an organized and concerted effort, aca-

demics could bring the current trend to a crashing halt. What

At the individual level, we can refuse to do contract research that requires nondisclosure and insist on keeping knowledge public. At the university level, we can put pressure on our leading administrators (who will sometimes welcome the support, since they, too, are deeply concerned) to take decision-making power out of the hands of private interests, corporate or philanthropic. At the political level, we can pressure government leaders to keep research and educa-

tion as part of the public good.

It is easy to fall into ideological debate on this issue, with one side upholding public knowledge for the sake of social justice and the other insisting on the value of private initiative and the need to financially reward it. However, there is a better way to view this cluster of issues, namely, in terms of efficiency.³ The United States is unique among industrialized countries in not having a national health system. Health care is overwhelmingly private and largely in the hands of insurance companies. The cost is approaching 15 per cent of the U.S. gross domestic product, and more than one-quarter of the population is not covered. By contrast, Canada (like most other industrialized countries) has universal coverage at a cost of under 9 per cent of gross domestic product. Aside from the cost, it is hard to compare the relative quality of the health care systems, but one statistic is revealing: cancer patients in Canada live an average of 14 months longer from the time of detection than those in the United States.

The superiority of public health care is manifestly obvi-ous; it is vastly more efficient, at least when properly funded, which it is currently not in Britain. Although there are disanalogies with research and education, a public health care system can nevertheless serve as a model for how best to proceed. Why pay royalties to pharmaceutical compa-nies when public research is more efficient? It's cheaper, safer, and better in every way.

Profit-driven medical research in the United States is topnotch. Is it the huge profits that make it so? Pure mathe-matical research in the United States is also topnotch, but publicly funded. No one could make a penny from Wiles' proof of Fermat's Last Theorem. Scientists need good salaries and the necessary resources, and they need to have their efforts appreciated. That is more than enough motivation for brilliant, effective science.

I do not for a moment believe we should be living in an ivory tower, indifferent to the world outside. The questo whom we should be accountable - to use a favorite term of privatizers. The answer is simple: the public.
We owe it to them to keep knowledge free for all.

James Robert Brown is a professor of philosophy at the University of Toronto. His book Philosophy of Mathematics: An Introduction to the World of Proofs and Pictures was published last year by Roudledge. Who Rulles? A Gulde to the Epistemology and Politics of the Science Wars will be published next year by Harvard University Press.

- S. Shulman, Ouning the Future (Houghton Mifflin, New York, 1999).
 In North America, these awards come through the Center for Theology and the Natural Sciences in Berkeley, California.
 For more on the theme of efficiency in relation to public policy, see J. Heath, The Efficient Society (Penguin, Toronto, in press).

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